

Labor-1921

Occupation, Wages.

WALL ST JOURNAL
MARCH 2, 1921

A. B. & A. MADE BIG CUT IN

PAYROLL TO AVOID RECEIVERSHIP

Total of 560 Employees Out of Entire Personnel of 2,325
Laid Since September 1—Net Deficit for Four
Months Was \$381,847

A statement on affairs of the Atlanta, Birmingham & Atlantic Railway by its present receiver and former president, B. L. Bugg, says that since September 1, 1920, he had laid off 560 employees out of a total payroll of 2,325 in its effort to reduce expenses and avoid receivership. This cut meant an annual saving of about \$1,100,000.

Net operating deficit for the first four months of operation for its own account, following cessation of the Government guaranty, totaled \$381,847, divided as follows: September, \$110,894; October, \$84,858; November, \$92,192; December, \$93,903.

Representative examples taken from the A. B. & A.'s December payroll show one passenger engineer earning \$320.88; freight engineer, \$344.89; negro fireman on passenger train, \$254.72; passenger train conductor, \$286.64; switchman in terminal yard, \$218.90; electrician, \$255.96; machinist, \$253.73; negro laborer in shops, \$146.62; car inspector, \$244.00; negro car cleaner, \$147.25; call boy, \$138.57.

These cases Mr. Bugg cites as not extraordinary but fairly representative earnings. There were cases where the monthly wage of a station agent exceeded the gross receipts taken in at his station.

BIRMINGHAM FACTORIES RESUME OPERATION; THOUSANDS OF MEN WHO HAVE BEEN IDLE PUT TO WORK

Time planer
Great promises loom up on the turn of the new month for Birmingham and the district, and resumption of operations are announced as also starting in on new work that will give employment to a large number of men and provide for a large output as well as attracting attention to the district. A casual survey for the coming month brings out the following: Car plant of the Chickasaw Shipbuilding Car Company at Fairfield begins operations the first of the month; the Birmingham Stove and Range Company, at North Birmingham, resumes operations after several weeks shut down; the North Birmingham, resumes operations after several weeks shut down; Contractor Banks now has work well in

Alabama

hand on the construction of the Young Men's Hebrew Association home, on Seventh Avenue and Eighteenth Street, which will cost upward of \$60,000; bids will be received and contract let in June for the \$750,000 Masonic Temple, Sixth Avenue and Nineteenth Street; export business to be booked that will call for not less than 1,000 to 15,000 tons of steel to be manufactured and shipped from this district starting during June; completion during the month of the auto-rim factory at Tarrant City, the rolling mills of the plant being furnished and ready to begin operations now; laying of rail on the spur track being built by the Central of Georgia Railroad, which will extend from McCombs Switch, between Birmingham and Leeds, down the lower Henry Ellen coal field, ultimately to reach the new coal developments of the Alabama Fuel and Iron Company, a distance of seven miles with a branch to the Sussong interests developments on the Cahaba River; resumption of operations at steel mills, with a number of new orders in hand; further renewals of contracts by coal companies of this district to furnish fuel to the railroads for the ensuing twelve months, beginning July 1, announcements already being made by some of the larger producers that contracts in hand will require not less than four days a week steady operation right along for the coming year, while domestic contracts are in sight that will require an additional day's operations right along and if expected improvement in business comes on during the month there may be better operation still figured on five or six days a week at many collieries.

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California

Occupation, Wages.

From a Southern Lawyer

SAN FRANCISCO CALL
JUNE 4, 1921

FITZGERALD HALL, attorney for the Nashville, Chattanooga and St. Louis Railroad, has been trying to convince the United States Labor Board that the wages paid by his corporation should be cut. And though his reasons may be sound, his arguments are very poor. Railroad engineers in the South receive more pay, he says, than the governor of Tennessee. The engineer receives \$4371 and the governor only \$4000. Switchmen get more than teachers, flagmen and porters more than professors. "Professors at Vanderbilt University, Nashville, are paid \$3750 a year. The conductor on our Rome branch line, eighteen miles long, gets \$5735. At the University of Tennessee professors get \$2624 a year; Negro flagmen on our Columbia-Dechard branch receive \$3146 a year." Somehow it's not very easy to get angry or excited about such statistics as these. They seem more like arguments in favor of increased pay for teachers and professors (and even governors, perhaps) than against present wages of railroad workers. The Negro firemen, switchmen, and flagmen of the N., C. and St. L. really have been able to force their pay up during the war, but a successful Negro is not nearly the irritating sight in California that he is to Fitzgerald Hall of Tennessee. And to appeal to race prejudice by comparing Negro railway workers with white university professors is both stupid and criminal.

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Skilled Negro Labor Retained in Industry.

Washington, D. C. May 5.—While 19.33 per cent of unskilled Negro labor in the country joined the army unemployed during the last three months of industrial depression, only 2.63 per cent of the skilled labor was thus affected. This is a most interesting deduction from an emergency survey of selected industries made by the Department of Labor.

"This fact," summarizes the report, "is strong evidence of the growing inclusion and retention of Colored workers and should act as an encouraging sign to Colored labor that gained a foothold in the skilled group."

Disposition to apply themselves to early road construction and repairing and to return to agricultural pursuits has had an effect to reduce in some measure the number of Colored unemployed. Reports from Richmond, Va., say that a revival of the building industry of that place has reduced the number of involuntary unemployed people among Colored workers to practically zero.

Calumet district, of which Chicago is the center, leads in the number of Colored unemployed, with an approximation of 15,000. In Michigan the unemployment of Colored is given as having been decreased by 2,530. In the Pittsburgh district estimates indicate that the average unemployed Colored labor is 4,500. On March 31, 1921, in that district, there were 2,000 of these workers "absolutely unemployed."

NEGRO CONDUCTORS FOR CARS IS PULLMAN COMPANY PLAN

Reported Displacement of White Men For Porters Displeases South.

Birmingham railroad men Wednesday displayed considerable interest in reports received from Memphis and Nashville to the effect that the Pullman Company has plans under way whereby white Pullman conductors are to be replaced by Negro porters, to collect fares and perform other duties on many runs.

It was stated in these reports that this experiment has been inaugurated on a number of lines in the North and is now being tried out in a quiet way in the South.

Memphis reports indicate that attention was called to the practice by the strenuous protest of persons living along the Tennessee Central Railroad, who, it is understood, have warned the state railroad and utilities commission that they will not tolerate it.

F. J. Carten, representative of the Pullman Company in Birmingham, is at present on his vacation, but W. A. Reed, who is acting in Mr. Carten's place, stated Wednesday that he had not received any advices from the Pullman Company on the point, although he had heard of the reports emanating from Memphis. Other railroad officials declared that they did not believe any such rule would be made effective in this territory.

It was pointed out, however, that it has been the custom from time to time in the past on branch lines, where only one parlor car was attached to trains, to let the porter attend to the collecting of fares and other duties, but under the direction of the conductor of such train.

In the reports from Nashville, it is stated that six Pullman conductors may be dropped Sept. 1, and it is stated that four of these run between Nashville and Memphis. A short time ago conductors were taken off two runs out of Memphis, one to Little Rock and one to Texarkana, it is claimed. It is further pointed out that Pullman conductors are said to make salaries of from \$170 to \$190 a month, while Negro porters are paid from \$60 to \$70 a month, but make considerable more from "tips", and it

is, therefore, declared that for every-run that a porter can be substituted for a conductor, the company would save about \$100 per month.

Interesting developments on several lines are expected in the next few days, especially trains between Nashville and Atlanta and between Nashville and Knoxville, it is declared.

PULLMAN PORTER'S PLIGHT

ON THE RAILROADS throughout the United States are thousands of men many of whom have given their respective companies efficient service for periods ranging from one to forty or more years. Theoretically speaking, efficiency brings appreciation and advancement, but experience has taught the Pullman porter—who is nothing if not practical—the fallacy of this statement as applied to his case. History fails to record a single instance of a porter in the service of the Pullman Company rising to the position even of district superintendent or, in fact, any position of authority, while the white train huncher, perhaps ignorant and of foreign birth, has jumped by leaps and bounds, in many instances, until the presidency was reached. This is that color, not brains, will do for one in America.

FIVE YEARS AGO the monthly stipend of the Pullman porter was only \$25. The war and the high cost of living came on, so the company agreed to raise the monthly stipend to \$60. Out of this princely salary the porter is supposed to buy uniforms, meals on the diner, pay the rent for his home, for coal, food, clothing and the thousand and one things incidental to the upkeep of a home. If he happens to live in Chicago or any large city he can get a four or five room flat for \$60. This will take care of his salary, so he is confronted only with the task of getting, somehow, somewhere, the balance needed to meet his obligations.

A GENEROUS PUBLIC, previous to the advance in traveling rates, supplied this balance by liberal tipping; but now they say, and justly, the company should pay its men a living wage and not expect the public to pay twice for the same service. This attitude has resulted in a decrease of from 50 to 75 per cent in the amount of the average tip. What this means to the porter even with his slightly increased wage is apparent.

WHY IS THERE NO ADVANCEMENT for the porter and for the waiter? Why are they not given at least positions as conductors? Two reasons might be advanced, prejudice and fear of the unions—both flimsy and silly, for in many instances porters run in full charge, assuming the duties of conductor as well as their own but without the compensation or title that goes with the position. Because of this state of affairs the Order of Sleeping Car Conductors, with general headquarters in Kansas City, is protesting strenuously against the Pullman Company placing porters in charge of their cars and eliminating white conductors.

IT IS ALLEGED this is being done by the company in the hope of destroying the union, which has been recognized by the labor board but always ignored by the Pullman Company. As a matter of mere self-protection we must in this fight be on the side of the company, for herein lies a possible chance of getting long delayed recognition. What a power the porters

and waiters could wield if banded together under wise leadership! As things now are, every man fights his own battle and remains in the rut. Combined, their reasonable requests would become demands and favorable action would be taken. Hundreds of men with high school and college educations are in the service and capable of holding any position within the gift of the Pullman Company or any railroad company.

THE PLIGHT the porter finds himself in is not altogether chargeable to his employers. There is no law in the land to compel him to work for starvation wages. During the war period thousands of good paying positions were open, but only a few got out of their rut and took advantage of these openings. Just so long as a man will drudge on and put up with the crumbs that fall from the table of the aggressive and energetic, just so long will he be forced to accept them. Corporations are big machines with neither heart nor soul. Men are cogs without which the machine is valueless. The Pullman Company in times of strikes found the porter its mainstay. In normal times he is the buffer between the public and the company. It is high time he be given positions commensurate with his ability.

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Georgia

Occupation, Wages

Negro Men Are Urged To Give Good Service, Even If Wages Are Cut

The ministerial council of the Atlanta district of the African Methodist Episcopal church, convened in the First A. M. E. church at Edgewood Friday. Rev. H. D. Canady presided. In the opening address to the ministers Dr. Canady urged them to tell the members of their congregations not to leave their employers if their salaries are reduced, but continue to render the same service they did when they were getting higher pay, because the return of the country to prosperity will depend in large part, he said, on the co-operation of the negroes.

Rev. R. H. Singleton, aspirant for the bishopric, paid a high tribute to the efficient work of the African Methodist Episcopal church in educating its ministers and laymen for the constructive work among the race.

Addresses were made by Rev. John Harmon, zone director of the \$5,000,000 drive of the A. M. E. church; Revs. W. J. Williams, C. A. Wingfield and J. A. Hadley.

The council unanimously voted that the district conference of the district be held in the chapel of the Holmes Institute in April. Rev. B. R. Holmes, president of the Holmes Institute, spoke at the close of the council on the \$3,000 drive of the Holmes Institute in January for the new building.

TRAIN PORTERS

It seems to be the policy of several of the railroad systems to dispense with the services of the colored train porters, substituting white men. The colored patrons of these rail roads have but few privileges thereon with curtailed accommodations. To them the colored porters have been of untold good in the giving information and assistance when getting in or off the cars. This much the white man will not do. Imagine a lone woman with several children and her baggage to contend with endeavoring to get on or off a car: the colored porter readily assists, the white man stands aside like a statue while the poor woman scrambles off the best way she can with her children and baggage. The patronage of the colored people demands from these roads at least the retention of these colored porters. The time is at hand when a united effort must be made by all of our organizations to convince the officials of these roads to retain the services of the colored porters.

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\$5. Per Day For

Afro-American
Chicago, Ill., April 28, 1921

women washing windows for the Railroad Companies get \$5 per day, according to statistics reported of the Railroad Labor Board last week.

HOTEL WAITERS MUST STUDY ART OF SALESMANSHIP

Chicago Defender

Should Know How Food Is

Prepared and How Served,

Say Hotel Managers

7/16/21

"The future of the Colored waiter depends on his deportment and reckons with his ability as a salesman," said a well known hotel man to a Chicago Defender reporter this week at the national meeting of the American Caterers' Association and the American Hotel Men's Convention, which is in session here. And this statement came from one of the biggest managers in this country.

The question of color of the help of dining rooms and cafes is always first considered. The next vital question is whether waiters of color, if chosen, can sell goods. Taking the foregoing for a clue, the reporter sought out both captains and head waiters in an effort to ascertain just what parts of the work our waiters need to build up on.

Must Be Salesmen

Waiters are salesmen. Nothing is dearer to a man or woman than the food they put into their stomachs. One thing that has caused many houses to discontinue waiters of color is noticeable in the extreme: The fact that one might walk into a high class merchandise store and see one of Chicago's largest houses has groups of clerks socializing together. The customer feels that business is either poor or that the public cares little for the class or grade of merchandise carried by this store, so he goes elsewhere for a purchase. The same applies to a dining room. The manager stops to think how he would feel walking into one of the best eating rooms in any city, finding four or five waiters in groups talking, some leaning all over the fresh table linen, others with perspiring hands on the backs of chairs where ladies are like to sit with the finest of clothing or men with palm beach suits. But these are conditions that

those in charge of our men try daily to combat.

Unfortunately for those who really know service, many men seek places and pose as first class waiters who know absolutely nothing about the business. Sudden increases of patronage of various hotels cause additional help to be hired in so short a time that it is impossible to get references from all men. Head waiters, secretaries, etc., have in years gone by been given and have shouldered all the blame when the complexion of the crew in big houses has changed. While they have been in the wrong in some cases, in most cases the men themselves are to blame.

Of Vital Importance

The first thing a waiter should do on entering the employ of any dining room or dining car is to find out what his employers have to offer for sale to the public—in other words, what is on the bill of fare and how it is cooked. You won't find a man selling you a piece of goods who can't tell you what it is made of or who the maker is, and for the same reason a good customer of any dining room is likely to get disgusted when a waiter is unable to tell him or her what kind of sauce is on the filet mignon or what crab meat Newberg is. The majority of folks who find their way into places this time of year or in the winter are not always frequenters of hotels. Business men oftentimes take their wives out for dinner. A woman can be a good housewife and perhaps a splendid cook, but it is not necessary for her to know that chicken saute is fried chicken in a pan covered, nor is she supposed to know what are the ingredients of the "special salad" that is on the day's bill of fare. But what does she think of the waiter who has to run across to another waiter and ask in response to her query? And what does she think of the other waiter who shrugs his shoulders? Both of these men would become displeased if a salesman sold them an all-cotton suit of clothes for one of part wool and part cotton because he "didn't know." The first thing to find out is what is there to sell, how or of what it is made, and the next, how this person wants it served and where to get it.

Dogs in Manger

If as much time was spent studying salesmanship in the art of serving and catering to the public as is spent complaining about officers who are over the men, the whole situation would take on a much brighter atmosphere. Recently the manager of one of Chicago's largest houses has received a number of letters, all unsigned, deploring the fact that he has chosen a certain man and made him responsible for the crew. Some have accused this man and his secretary of receiving money for jobs and have stated that the manager is wasting money by keeping this employee in such a position. Any man who would stoop to pen such a letter and then fail to sign his name is less than a dog, for the reason that he is afraid to come out in the open and make his charge. The man in question is a member of several of Chicago's biggest lodges, is a deacon in one of Chicago's best churches, and during

his life in the catering business he has never sold a job—has never accepted one dime, nor has his secretary, for any position. He has done more than most men in his place would do. He has sought to give permanent positions to those who could deliver the goods. His talks have been along the very lines spoken of here, and he has always sought to divide the extra work for the men so that some would be working all the times and not part working all the time, with the others loafing. We speak of this particular case as one of the many unfortunate ones where our own officers, placed in positions of trust, giving the best that is in them to their employers and to the men under them, are subject to such abuse.

"On Trial"

The waiter is on trial. Nothing suits the majority. Some are money mad. Some are indifferent. The winter that is coming is going to find the shiftless, lazy, indolent, happy-go-lucky fellow out in the street. The man who has gone about his business, selling, serving, pleasing—the one who doesn't rush his guest out, thinking only of the next one and the tip, the one who has people coming back asking for him because of his service and his ability to please—will be at his job. The waiter of today is making the future of our waiters either possible or impossible.

CHARGE POST OFFICE WASTE OF \$700,000

Chicago Whip

A report of the hearings before the Joint Commission on Postal Service has just been made public. These hearings were conducted in Washington October 4 and 5. The report for Chicago was made by W. B. Richards & Co., efficiency experts.

In the report it was declared that 900 white men could do the work done by 1400 colored men at present. It was also declared that the presence of colored men at the post office gave rise to a situation where only inferior white men would accept work there.

Excerpts from the report submitted by the Richards Co., are here with presented:

Hearings Before The Joint Commission On Postal Service At Washington, D. C.

October 4 and 5, 1921, Page 300.

Report on Chicago, Ill., by W. B. Richards & Co.

Part 3.

Mr. Howard, I would also like to

say something, there are fourteen saving of (500×1400) \$700,000 per hundred Negroes working in the Chicago Post Office, in round figures. The enforcement of efficiency is our judgement that the average standards on the daily work will white force working there—900 of these 1400 Negroes, and will effect a saving of \$700,000 per year.

Now, the administration of that Chicago Post Office is not making those Negroes turn out the work that the white men do turn out, and they could save 500 employees in that post office if they applied the standards of efficiency in the everyday work to those Negroes that they require of the whites. That has a very demoralizing effect on the white employees, not to mention the contact feature of it which of course, cannot be helped, and that is a thing which I think deserves very considerable administrative attention in that post office if they ever want to get the postal SERVICE up right.

The Chairman. Does the administrative work in that office require—does it insist upon requiring the same efficiency from the Negroes as from the whites, or do you take it for granted they can not do that and they are therefore not held to the same level?

Mr. Scheel. We have felt this way about that: We have found they did not measure up, but we have thought it best to keep the men who have had some experience rather than to take another man in from the street who perhaps would not be any better.

The Chairman. I am not suggesting that they be discharged. I am simply wondering if the same requirements are made of the Colored force as are made of the white men.

Mr. Scheel. Yes. We are beginning to do that now—to exact of them just exactly what we do of the others—and when they do not measure up we make a recommendation to cover their case.

Page 868.

Working Conditions.

The situation in respect to the growing numbers of Colored employees in the Chicago Postal service is a very serious one. When it comes to the practical handling of mail the Colored employees are inferior to the whites. This refers, of course, to the general average. When the importance of the Postal service to the whole business and social life of the nation is considered this subject becomes worthy of discussion.

Many of the best white employees will not work at such close quarters with the Negroes. Consequently, the influx of Negroes also results in lowering the standard of the white employees due to the fact that those are usually of lower caliber than those who get out.

From our observation, which is confirmed by the supervisory officials and station superintendents, the work of the 1400 Colored employees of the Chicago Post Office could be done by 900 average white employees. This makes possible a

Colored Postal

Clerks Alarmed

East San Francisco
Nov. 11, 1921
(By Associated Negro Press.)

Chicago, Ill., Nov. 14. Colored postoffice circles are up in arms over a report on the Chicago postoffice, made at a hearing held in Washington, October 5th, before the joint postal commission. The report declared that colored clerks and carriers were inefficient as compared with whites and that 900 whites could do the same work which 1400 colored employees now perform. The charge came as a blow because Chicago's Federal group has been regarded as of unusually high calibre and it has been common opinion that they outclassed most of the white employees in every way. Portions of the report follows:

"The situation in respect to the growing numbers of Colored employees in the Chicago Postal service is a very serious one. When it comes to the practical handling of mail the Colored employees are inferior to the whites. This refers of course to the general average. When the importance of the Postal service to the whole business and social life of the nation is considered the subject becomes worthy of discussion.

"The administration of that Chicago postoffice is not making those Negroes turn out the work that the white men do turn out, and they could save 500 employees in that postoffice if they applied the standards of efficiency in the every day work to those Negroes that they require of the whites. That has a very demoralizing effect on the white employees, not to mention contact feature of it which of course, cannot be helped, and that is a thing which I think deserves very considerable administrative attention in that postoffice, if they ever want to get the postal service up right.

"It was also observed that lack of proper supervision of those em-

ployes of the facing table results in very slow work on this operation. This is especially noticeable with those colored female employes who are employed on the facing table.

"From our observation, which is confirmed by the supervisory officials and station superintendents, the work of the 1400 colored employes of the Chicago postoffice could be done by 900 average white employes. This makes a possible saving of (500 by 1400) \$700,000 per year."

Postmaster Lender when interviewed by a representative of the Associated Negro Press, declared there was nothing to worry about in the report. He said: "The report was asked for during the democratic administration at Washington and was compiled after an investigation by a New York firm of efficiency experts and postal officials from New York. The colored employes of this office rank well and they will be assured of a square deal in any investigation which comes up."

In the meantime, the colored clerks and carriers who number 1,400 out of a total of 9,000 employes regard the attack as racial and are preparing to guard their interests.

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Massachusetts.

Occupation, Wages.

WORKERS IN NEW ENGLAND LACK TECHNICAL SKILL

Chicago Defender

Urban League Report Reveals

Small Number Engaged

in Skilled Trades

7/23/21

Boston, Mass., July 22.—Matthew W. Bullock, executive secretary of the Boston Urban League, presented at the league's annual meeting in Boston a summary of the year's activities. The league has during the year co-operated with other agencies in bringing to the citizens a larger amount of social service than has been conducted among our people during any previous year.

An industrial survey was made which brought to light some startling facts. The population in 1915, numbering 15,581 persons, was represented in 124 industries. This seemed to be an excellent showing until further analysis disclosed that twenty-one industries employ one each, 48 less than 5 each, 68 less than 10 each and 82 less than 20 each. According to the 1915 state census the Race was poorly represented in the skilled trades, there being only 7 blacksmiths, 7 cabinet makers, 17 brick and stone masons, 43 carpenters, 37 machinists, 17 electricians and electrical engineers, 42 stationary engineers, 37 machinists and millwrights, 23 tailors and tailoresses, 8 plumbers and steam fitters, 6 stone cutters and 67 painters and glaziers. The following industries did not employ even one: Car and railroad shops, charcoal and coke industry, cigar and tobacco factories, clothing industry, electric light and power plants, electric supply factories, fish curing and packing industries, flour and grain mills, fruit and vegetable canning factories, sugar factories and refineries.

To Increase Incomes

It was found that 46.8 per cent of the women were employed in gainful occupations, while only 30 per cent of foreign born women and 33.5 per cent of the native white women were so employed. The gains among males and females are in the menial and unskilled occupations. The league, therefore, felt itself justified in making the following efforts: 1. To extend the number of plants where our people can secure work in large numbers. 2. To pay more attention to the preparation of children for employment in skilled trades. 3. To further activities looking toward increasing the income of the average family so as to enable more mothers to remain at home to

look after the interest of their children to the end that delinquency may be reduced and home life raised to a higher standard.

During the year the league conducted an employment bureau and secured the appointment of a boys' work secretary to work in connection with boys who are members of the Central Y. M. C. A. This boys' club is gradually improving in its all-around competition with other boys' clubs in the community's athletic and oratorical contests. In the first competition this club was in the last place; during the last competition it finished second, 18 other boys' clubs competing. The secretary of the Y. M. C. A. staff is Benjamin F. Seldon.

Soldier Relief

The league has sought to make improvements in health and housing among the people of South End, paying particular attention to the condition of alleys after many complaints about them have been made to the health department. Special committees of women interested in the need of unfortunate families have been organized. This includes a group of young business women who are doing volunteer work towards increasing respect for the achievements of the Race on the part of the young people.

The league also has handled 59 special cases involving the finding of homes for boys who have strayed into the community; securing opportunity for occupational training of disabled soldiers who were being discriminated against and relating unmarried mothers and indigent families to the proper agencies for adjustment.

Labor - 1921.

Michigan.

Occupation, Wages.

DETROIT MICH. NEWS
MARCH 6, 1921

FINDS NEGROES WORK, INVEST

**F. B. Washington Says Aid
Asked but Seldom; Bank
Deposits Heavy.**

That given a chance to earn wages large enough for a surplus, the Negro in Detroit learns rapidly how to save and invest; that he has shown he can enter the skilled and semi-skilled trades and has thus disproved old traditions that he was thriftless, are brought out in "The Negro in Detroit," a survey just completed for the Community Union by Forrester B. Washington, director of the research bureau of the Associated Charities. The survey was requested by Detroit manufacturers.

Mr. Washington bases his report on investigation of about 500 typical Negro families, reports from about 100 firms employing more than 10 Negroes each and from statistics from city departments of health and public welfare.

Of the 500 families visited, 98 per cent had bank accounts which averaged \$398.75. More than 10 per cent were home owners. The average value of homes is \$5,992.66.

A bank in a representative Negro district reported that 50 or 60 per cent of its depositors are Negroes. More than 50 per cent had life insurance policies, most of them with good companies. Of \$750,000 which 2,500 Negroes have invested in stocks and bonds, \$550,000 was placed in speculative projects. Physicians furnish the largest number of investors in solid securities. Next follow dentists, lawyers and their business men.

The department of public welfare reports that with the Negro population 4 per cent of the Detroit total help to Negro families amounted to 3.7 per cent of that given in 1919, or that about the same per cent of Negro families asked aid as white. In the last six years the proportion of Negro families receiving aid has run about the same as white.

Only 1.6 per cent of Negro adults are wholly illiterate. When the board of education closed night schools for summer vacation, two classes for Negroes were maintained all summer on their request.

The report states the Negro workman has no serious ground for complaint. He is paid the same wage as white workmen for the same class of work and suffers no particular abuse in health and sanitation because he is a Negro. Out of 100 firms asked to report, only five said that Negro efficiency is in-

ferior to white. A firm employing 400 Negroes reported the efficiency is equal.

It is recommended in the report that Negroes be given the chance to learn trades, that employers assign experienced workmen to the grade of work their experience warrants and not start all Negroes at unskilled jobs, whether they be trained or not. A factory which six years ago swore that Negro labor would never get in now has more than 200 Negroes doing productive work as operators of machines, in painting and assembling.

Out of the 117 factories now employing over 10 Negroes each, only five employed them before 1910. Before the present unemployment

situation developed, one firm employed 1,500; four, over 500 each; three, over 200, and 13, over 100 each. The report states the most surprising feature of the investigation is that, in the last five years, the Negro has passed the narrow limits of porter, waiter and elevator operator and now is car maker, engineer, millwright, moulder, tool maker, riveter, welder, punch press operator, timekeeper and so on through 179 different occupations.

Labor - 1921.

Occupation, Names

From Ten Minutes To An Hour Late

St. Louis Argus 11/19/21
The indictment was made at a conference of social workers and leaders a few days ago, that one of the weakest points in the average worker of the Race is, that they have so little regard for time. This was a direct charge made by one employer who said that he found ninety per. cent of his employees were from ten minutes to an hour late daily without offering any excuse, except "just late."

As to the truth or untruth of this statement, we shall not discuss. But, if the statement is true, we all are deeply concerned. Because, in the first place, work we must. The tide of the conditions made by the late war is fast turning. The practice of less work and more pay is now giving away for more work and better efficiency. Men and women are being laid off from their jobs by the thousands almost daily. The logical conclusion is, the fellow who is late getting on the job, and those that produce the least will be the first to be laid off.

This is really a serious question with the thoughtful. Following laying off comes idleness, then comes crime. And the worst feature about the whole thing is, not only will those suffer who commit crime, but the innocent may suffer also because of said crime. This may all be traced to the class among whom the speaker of the conference mentioned; those who are from ten minutes to an hour late.

Of course, we say hold on to your jobs; but it is up to you to do so. A little thinking will suggest that one cannot be one-hundred per cent. efficient during the day if twelve and one o'clock at night are their bed hours. And to-be-sure, by such hours, the natural results will be from ten minutes to an hour late at work the following morning. It is the duty of the thoughtful to warn the unthoughtful. For after all it is the mind that governs.

We would suggest that the ministers and the school teachers join in with the Urban League and keep it constantly before the worker, yes, the youth of the Race, that more work and better efficiency on the job will survive most any panic that may arise in the industrial world.

MAY OUST PULLMAN CONDUCTORS FOR NEGROES

KANSAS CITY MO POST

SEPTEMBER 28, 1921

Is the Negro Pullman conductor the next move in the Pullman company's program for cutting down expenses and eliminating the union?

Is the white conductor to be replaced throughout the United States by the Negro porter-conductor working for \$60 a month as porter and \$10 a month additional for his services as conductor?

Grand division officers of the Order of Sleeping Car Conductors, with headquarters at 602-3 Ridge building, Kan-

sas City, declare that such is the purpose of the Pullman company.

They declare that the company already is eliminating the white conductor and doubling up the duties of the Negro porter to make him the "boss" of the sleeping car.

This has been done, they state, in seven cases on runs out of Kansas City. It has been done on a number of runs in the South, and the newspapers in the South are protesting vigorously.

The real purpose of the Pullman company, according to officers of the conductors' organization, is to incite the conductors to a strike, so that the union may be eliminated and a new set of white men may be installed in the places of the union men.

This view is expressed by M. S. Warfield of Kansas City, president of the conductors' order, who says:

"Present activities of the Pullman company indicate clearly their desire to force an issue with their own employees and embroil them in the anticipated railroad strike. If their present astonishing and unprecedented changes of working conditions in violation of law have been a mystery to members of the conductors' order, the above statement will clarify the atmosphere."

UNION IGNORED BY PULLMAN COMPANY.

Mr. Warfield, who is a university graduate, has made a vigorous fight for the Pullman company's recognition

SAVINGS OF NEGRO WORKERS BUT SLIGHTLY AFFECTED BY UNEMPLOYMENT DURING INDUSTRIAL DEPRESSION.

St. Louis Argus 7/11/21

The Department of Labor has made a brief canvass regarding accounts of Negro workers in typical centers as affected by the industrial depression during the period December 31, 1920, to April 30, 1921, with the following results:

	Dec. 31, 1920	April 30, 1921
No. of Depositors	47,368	47,699
Total, Am't of sav'gs.	\$3,809,809	\$3,721,474
Am't Sav'gs., per capita	80	78

Out of approximately 350 savings institutions, in industrial centers, carrying accounts of Negro workers, 69 banks reported, furnishing figures showing that the savings of their Negro depositors remained practically unchanged during the four months ending April 30, 1921.

The 47,368 Negro depositors as of December 31, 1920, carrying a total amount of \$3,809,809, were increased as of April 30, 1921 to 47,699 with a total savings accumulation of \$3,721,474. These figures show a per capita deposit, as of December approximately \$80, as compared, on April 30, 1921, with a per capita deposit of approximately \$78. In other words, Negro depositors withdrew from the sixty-eight (68) banks above mentioned an amount of \$88,315, or an approximate per capita withdrawal of \$2, considering the increase in number of depositors. This is certainly an indication of increasing thriftiness of Negro workers.

of the union since it was organized in 1918 with the approval of William G. McAdoo as director-general of railroads. Thus far the company has ignored the union altogether, though the railroad wage board has recognized it and it is affiliated with the American Federation of Labor.

In a letter just sent to all members of the order throughout the United States, Mr. Warfield sets forth what he conceives to be the situation and appeals to all Pullman conductors to keep their heads and to refuse to be misled into a strike which, in his opinion, would be exactly what the company schemed to bring about.

The president of Pullman company is J. S. Reynolds of Chicago, who succeeded Robert T. Lincoln, son of Abraham Lincoln. L. S. Hungerford, vice president and general manager, is the Pullman official who, according to officers of the conductors' union, is giving by his methods of procedure greatest offense to the conductors.

Conductors' union heads express the belief that it is the intention of the Pullman company, if possible, gradually to eliminate white conductors and place Pullman coach in America in full charge of a Negro porter with the duties of conductor added.

"On the runs where porters now hold down this dual job they get \$10 a month extra for serving as conductors," said W. O. Murphy, grand secretary of the order. "The porter's regular pay is \$60 a month. Pullman conductors draw from \$155 to \$190 a month. A man must serve 15 years before he gets \$190 a month. The Order of Sleeping Car Conductors is not asking for increased pay; it is asking that the union be recognized, and it is protesting against certain recent injustices practiced upon the men."

Pullman conductors, it is explained, are paid upon a basis of 240 working hours a month. That is, if they put in or get credited for—240 hours a month

they receive full salary at the rate each man is paid. Recently the company has made changes on certain lines whereby the hours of service are lengthened materially without corresponding increase in pay. This is done by deducting six hours for sleep each night and 40 minutes for each of the three daily meals.

CONDUCTORS DOCKED 2 HOURS TO EAT.

In other words, the Pullman conductor now is "docked" six hours for sleep and two hours for meals every 24 hours, these eight hours being deducted from his month's time.

"As a matter of fact," says a veteran Pullman conductor, "none of us take as long as 40 minutes for any meal. If we happen to eat at a Harvey eating house we can't possibly take that long, for as a rule 25 minutes is the time the train stops for a meal. If we eat in the Pullman dining cars we consume no such time as 40 minutes three times a day."

"As a matter of fact, many conductors nowadays carry lunch along with them, the dining car charges being too high for them to pay. But think of the company docking us 40 minutes three times a day, at meals, when at those times we frequently put in 10 to 20 minutes directing the passengers to eating places and otherwise looking after them."

Pullman conductors who have served many years and are drawing maximum pay—\$190—join with the newer and poorer-paid men in denouncing this method of saving money to the company. One conductor who has been in the service more than 20 years expressed it this way:

"When I started work I got \$65 a month. Gradually I worked up, and now I draw the fabulous salary of \$190. What other corporation, I want to ask you, would stoop to cut out time for a few hours' sleep and meals after a man has served faithfully for a score

of years and has an excellent record?"

That there will be no strike of the Pullman conductors is stated with emphasis by President Warfield, who says in his letter to members of the union:

"If the Pullman company has entertained the idea that this organization would fall for any scheme involving us in the impending strike, which would enable the management to claim that we had given it the right to wipe the slate clean and start over on the company's own terms, the company is mistaken. There will be no such foolishness."

According to the theory of the union officers, the Pullman company hopes to pull through for a period with porter-conductors, after getting rid of the regular white conductors, and then to get back to a white conductor regime by employing green nonunion men.

Should this be the real plan of the company, there are strong indications that throughout the southern states in any event the loss of patronage will be far greater than the saving made through use of porter-conductors at \$10 a month (for their work as conductors) by eliminating white conductors at \$155 to \$190 a month.

SOUTH RESENTS NEGRO CONDUCTORS.

The South, while strong for justice to the Negro porters now suffering because of picayune pay and curtailed tips, looks upon the porter-conductor movement from the viewpoint of race. Witness a few expressions from the southern press:

Birmingham News—It is an innovation which would be violently resented in this southern territory, to have Negro conductors on Pullman cars.

We are merely dealing with facts as they exist, and the fact is that such a move would be so revolutionary a departure from accustomed standards that it would be the fruitful cause of irritation, actual trouble, dissatisfaction and the opening of a whole Pandora's box of matters which would be in every way unfortunate and undesirable.

Columbus (Ga.) Enquirer-Sun—The viewpoint expressed by the Birmingham News for that community will apply to every sothern community, and not unlikely to many communities in other sections of the country far removed from the South. In this section of the country almost all the patronage of Pullman cars comes from the whites, and they would not tolerate such a change as suggested. Their failure to do so would not be due to any animosity toward the Negro who might be appointed as conductor, but because it would be so unmistakable a departure from the standards to which they have been accustomed. The conductor is in charge of the car; he is captain of it; and that makes a whole lot of difference. If the Pullman company would avoid a great deal of dissatisfaction and irritation, if not actual trouble, it will not give this matter any further consideration.

The Dallas (Tex.) Times-Herald of September 26 carried a front-page news story headed "Pullman Conductors Say Negro Porters Taking Their Jobs." Dallas officials of the Order of Sleeping Car Conductors were quoted as protesting against the use of Negro porters to supplant white conductors on several lines out of

Dallas.

"This is a new ruling of the Pullman company," one Dallas officer of the union said, "and we think it is a preliminary step toward breaking our organization and forcing us to accept a wage decrease and changes in present working rules."

"I do not believe that the public knows that there are a number of trains run out of Dallas and Fort Worth every day with only the porter in charge. We have 30 members in Dallas, nine of whom have been superseded by Negroes."

"Newspapers in many parts of the South are testing the action of the company, declaring that sleeping cars in which women and girls travel should be in charge of white conductors."

President Warfield of the conductors' order, it is understood, intends to take the matter up to the United States government.

FACTS ABOUT OUR CITY DWELLERS.

The Dallas Express 10/1/21
The Governor of Missouri recently received the report of a committee sent out to obtain facts relative to the industrial status of the Negro home life of St. Louis. The committee headed by N. C. Bruce of the School at Dalton made a survey of 200 families picked at random.

The report shows the following facts:

Average years lived in State, 13; regular married couples, 188; common law marriage, 12; divorces account of non-support, 7; male wage earners, 200, of whom 20 per cent are unemployed; men's average wages, \$23.50 a week; women wage earners, 108, earning an average of \$4.25 a week; church members, 288; non-members, 228; children of school age in schools, 128; 48 deaths in the last year under 5 years of age, 75 per cent of them being from pneumonia; among the men, 200 used tobacco in some form and 188 had used intoxicating liquor in some degree; 12 had money in bank during this depression; 10 per cent were homeowners or buying homes, and 80 males were skilled mechanics.

The figures indicate," the report says, "that in St. Louis there are at present around 10,000 Colored men out of work, through no fault of their own. It is also found that pauperism is relatively uncommon.

As the result of a recent survey of St. Louis as to its Negro population, it is stated that for the Negro population, estimated at 70,000, there is one of the finest high schools in the country. There are 50 Negro physicians, 10 dentists and 10 lawyers. Other figures given are:

"A public grammar school for every 5,833 persons; a church for every 2,222 people; a barber shop to every 1,400 people; a public teacher to every 280 people; one steam laundry; a restaurant for every 1,200; a hotel for every 23,222; two Negro-controlled life insurance companies, with a number of other Colored men in the life insurance business; three hat manufacturers; 11 real estate dealers combined in a Negro real estate exchange; a ladies' and gents', furnishing house.

These facts taken en-masse are indicative of the fact that we, even as others, fill the formula set for the average American of the laboring mass who lives in cities.

And while it is now impossible to compare the figures furnished in this report with those of former years we believe that this one will show, as nearly every other statistical report on Negroes in the past twenty years has shown, that we are steadily making progress.

Facts such as these are unseful in attempting to decide whether or not city life is advantageous or dangerous for our masses who have flocked there from Southern farms.

URBAN LEAGUE PLACED 1,145 COLORED IN JOBS DURING PAST YEAR

St. Louis Express
More Than Ten Thousand Went To
The Office In Search Of
No. Employment.

12/2/21
The annual report of the Urban League of the St. Louis Provident Association for the fiscal year ending Oct. 31st, just announced by its Executive Secretary, Geo. W. Buckner, shows that the League during the past year served a larger number of people than ever before. 10,898 people went to the office in search of employment, advice, or some social service, and a total of over 50,000 people were served in one day or the other.

(Industrial Department)

The Industrial Department of the League served 180 firms and 334 homes. 1,145 were placed in jobs at an appropriate commercial wage value of \$366-240. Six industrial conferences were held and 3,559 telephone calls were made in an effort to open up work.

Neighborhood Department

The Neighborhood Department reached more than 3,000 people and co-operated with teachers and volunteers in the use of four public school buildings as neighborhood centers where classes in folk dancing, art needle work, crocheting, millinery and flower making were promoted. This department also promoted eight community entertainments.

Dental Clinic Department

The free dental clinic which is operated in co-operation with the Board of Education is open for the use of colored public school children. During the past year it served 2,806 patients. The commercial value of the work was more than \$3,000. New apparatus valued at \$300 was installed last year and literature on dental hygiene and tooth paste were distributed to the patients.

Educational Department

The Educational Department published 95 articles using 11 newspapers and magazines and promoted 121 meeting on health and education.

The Urban League was among the first organizations to give attention to the seriousness of unemployment and last January called an unemployment conference of employees and employers on this question.

The Industrial Department was also called upon by the state during the past year to make a survey on unemployment among Negroes of Missouri.

After successfully conducting a grade manual at L'Ouverture School using volunteers, the League repeatedly urged upon the Board of Education the practicability of opening a grade manual for colored children. The Board of Education finally opened a grade manual at L'Ouverture School last summer and it far exceeded the

expectation of everybody.

During the year the League has rendered assistance to the Women's Exposition, Public Health Hospital, Chamber of Commerce, Red Cross, St. Louis Provident Association, Central Council of Social Agencies, Board of Religious Organizations, and many other local organizations. It has also arranged meetings in St. Louis for several national organizations. The League has been called upon in addition to its work to release its Secretary for rehabilitation work at Tulsa, following the riot there on June 1st. Several smaller cities in the state have also received information from the League relative to the handling of their local problems.

Labor - 1921.

Occupation Wages. \$3 DAY WAGE OPPOSED BY SOUTHERNERS

Smiths Of Georgia And
South Carolina Say It
Would Benefit 50,000
Colored Workers

JOHNSON FIGHTING California Senator Declares It Little Enough For Day's Work

Copyright by Syndicate Press
Bureau
Washington, D. C., Feb. 3.—
Senator Hoke Smith of Georgia,
and Senator Ellison D. Smith of
South Carolina, oppose the John-
son Bill, giving federal employees
a minimum wage of \$3 per day,
because it will benefit fifty thou-
sand or more colored employees of
the nation.

Senator Johnson of California, is
pushing his bill with all the vigor
at his command and states, that
every man in the employment of
the Government, regardless of
color, will be benefited by this bill.
Color does not interest me, the
Senator stated: "it is for the masses
of the people that I am pushing
this bill.

"I do not propose to enter into
an academic discussion of the
necessity for this sort of a measure,
nor do I propose, except as adden-
da to my remarks, in explanation
of the bill, to take the statistical
reports of the various organizations
concerning the necessary cost of
living today. I wish, however, to
impress upon the Senate one para-
mount fact, and that is, that any
man who gives a decent day's work
is entitled to a decent day's pay,
and \$3.00 is scarcely that." After
all, it is ordinary people who de-
termine the necessary cost of liv-
ing. It is the ordinary man's life
which determines finally what is a
living wage, what is, indeed, a sum

under which, as an American citi-
zen, he may be permitted to pur-
sue his vocation and may be per-
mitted to live as an American, and
to enjoy those things which
Americans ought to enjoy.

For Permanent Recovery of Employ- ment

1. Readjustment of railroad rates
to a firm basis of the relative value
of commodities with special restric-
tion of the rates upon primary com-
modities, at the same time safeguard-
ing the financial stability of the rail-
ways.

2. Speedy completion of the tax
bill with its contemplated reduction
of taxes, in order that business now
held back pending definite determi-
nation may proceed.

3. Definite statement of tariff leg-
islation in order that business may
determine its future conduct and pol-
icies.

4. Settlement of the financial re-
lationships between the government
and the railways, having in mind the
immediate necessity for increased
maintenance and betterments, mak-
ing effective increased railway em-
ployment and stimulation of general
employment in order that the rail-
ways may be prepared for enlarged
business as it comes.

5. Limitation of world armament
and consequent increase of tranquility
and further decrease of the tax bur-
den not only of the United States but
of other countries.

6. Steps looking to the minimizing
of fluctuation in exchange because re-
covery from the great slump in ex-
ports (due to the economic situation
in Europe) cannot make substantial
progress so long as extravagant daily
fluctuations continue in foreign ex-
change, for no merchant can deter-
mine the delivery because of no inter-
national shipment.

7. Definite programs of action that
will lead to elimination of waste and
more regular employment in seasonal
and intermittent industries, notably
in the coal industry, in order that the
drain upon capital may be lessened
and the annual income of workers
may be increased.

8. In the field of all the different
industries and occupations the rapidi-

Recommendations¹

of the

President's Conference on Unemployment

Survey 10/22/22
Adopted at Washington, October 17

ty of recovery will depend upon the efforts may be exerted toward a rea-
speed of the proportionate adjustment sonable control of the present un-
of the inequalities in deflation. . . regulated payment of reparations by
Germany.

If the buying power of the different elements of the community is to be restored, then these levels must reach nearer a relative plain. For example, the farmer cannot resume his fulling of foreign debts owing to the power and thus give increased em- United States government in such a employment to the other industries way as to avoid injury to the coun- until either his prices increase or more try's foreign trade and employment. of the other products and services In conclusion the conference points come into fair balance with his com- out that broad questions of policy modities and, therefore, the reach of such as national shipment, tariff, and taxes will have important effects upon movements of our commodities to overseas markets.

United States Employment Service

The Committee on Employment
Agencies reported that the United States Employment Service was cri-
pled by a lack of funds. It recom-
mended that Congress be asked to ap-
propriate \$400,000 to enable the
United States Employment Service to
operate in an interstate field of:

1. Cooperation with the emergency
employment agencies erected by the
states and municipalities.
2. Informing states in which there
is a scarcity of labor of the situation
in states where there is a surplus of
labor of the kinds desired.
3. Securing and compiling infor-
mation on employment opportunities
throughout the country.

It is recognized that the construc-
tion industry is a key industry, that
there is a vast amount of construction
needed and that this construction
work would afford employment to a
large number of men directly and in-
directly and would result in the cre-
ation of permanent and useful wealth
translating labor into earning capi-
tal.

To meet the present unemployment
emergency and to make renewed ac-
tivities in the construction field pos-
sible, the conference does not require
special concessions to the industry.
But it does require a complete and
prompt removal of unnecessary han-
dicaps, restrictions and limitations,
both direct and indirect, these includ-
ing priorities, credit, freight rates,
undue cost in relation to labor and
materials, wasteful building codes
and the like. . . . It is, therefore,
recommended that Secretary Hoover
appoint a committee selected from
the various elements interested in
construction, such as financiers, labor
engineers, architects, contractors, ma-
terial manufacturers and others, to
be known as the Committee on Con-
struction and other agencies so that its

Foreign Trade

Regarding foreign trade the con-
ference made the following sugges-
tions:

1. The approaching conference
for limitation of armament should re-
sult in bringing about a reduction in
the military burdens and consequently
the budgets of nations which are now
maintaining excessive military estab-
lishments, and will be a long step
toward arresting constantly increas-
ing deflation, increasing depreciation
and extreme inflection of the vari-
ous foreign countries.

2. The United States should be ef-
fective in the deliberations and the
decisions of the Reparations Commis-
sion and other agencies so that its

struction Development, which will be
charged with the responsibility of
preparing and making effective sug-
gestions for

(a) Cooperation with governors
and mayors in the several states in
carrying on community conference on
construction, to the end that local re-
strictions may be eliminated, abuses
done away with and proper local at-
tention given to the efficient planning
and development of construction work,
as it is only through such community
conference that the local situation can
be properly appraised.

(b) Prompt removal of unneces-
sary or inequitable limitations and
restrictions which have retarded real
construction activity.

Shipping Operations and Ship-Build- ing Emergency Measures

A. Shipping Operation.

1. We urge the desirability of
having American ship owners given
preference to American seamen. This
rule has already been established by
the Shipping Board as a fixed policy
in all ships controlled by it, and it is
understood that the same method is
being generally and almost univer-
sally followed by other large shipping
companies.

2. So far as is practicable we urge
the abolition of overtime work in
stevedoring and allied occupations, in
order to distribute the greatest meas-
ure of employment among as many as
possible.

3. Split time is desirable wher-
ever practicable, as a means of dis-
tributing the limited work:

(a) A percentage of the crews of
ships in operation on each voyage to
give way to unemployed.

(b) Split time for crews caring for
vessels tied up.

4. Hearty cooperation among em-
ployers and employes toward econ-
omy and cooperation may help to keep
a greater number of ships running. A
period of unemployment is not a time
for either side to resort to legal meas-
ures which may still further disrupt
industry and aggravate existing un-
employment. When the desire arises
on the part of any one engaged in
industry to change existing conditions,
ample opportunity should be given
for mutual discussion and considera-
tion.

B. Ship Building.

1. The committee . . . urges that
the work in the ship yards be divided
up among as large a number of work-
men as possible.

2. We strongly suggest to the
Shipping Board the great desirability
of expediting the disposal and the
breaking up of the Shipping Board's
wooden vessels and others that are
unsuitable tonnage, with the idea of
providing work in the way of dis-
mantling these ships, and using the
material for commercial purposes.

3. We suggest that it would be a
good policy at this time to overhaul
periodically and keep in first-class

condition such ships tied up as are states instead of collecting directly likely to be put to use soon. from the establishments.

4. It seems to this committee that it might be quite advantageous for American ship yards in the United States, not engaged, to give their attention in some measure to other lines of industrial activity with a view toward giving employment to the local population.

Proposals for Permanent Measures

1. Decision on Jones Act. Prompt action on the enforcement or amendment of the Jones Act in order to extend aid to shipping and to relieve it from its present uncertainty.

2. Disposal of Shipping Board's ships. This committee confirms its belief that the expressed policy of the federal government to retire from the ownership and operation of ships should be made effective at the earliest practicable date.

3. A marine code and unified administration. A single organic marine law adequately administered by one federal department instead of by many as at present would facilitate close cooperation with shipping interests and would go far toward alleviating present legislative and administrative burdens from shipping.

4. Coastwise laws. It is the belief of this committee that the present coastwise shipping laws should be faithfully enforced and that we can with advantage at this time extend them to include all of our insular possessions.

5. American goods in American ships. It is only logical that American ships should be aided to the extent that they be given successful carriage and federal controlled products and that every possible help and encouragement be extended to American ships carrying the mail.

Unemployment Statistics

The conference made the following recommendations:

1. That the present practice of the Bureau of Labor Statistics of collecting from manufacturing concerns on the fifteenth of each month data concerning the number of employees on the payrolls and the amount of their earnings and of publishing monthly indices of the changes therein be extended to cover transportation, trade, mining and quarrying.

2. That in securing the data concerning the state of unemployment in mining and quarrying, the Bureau of Labor Statistics collaborate with the United States Geological Survey.

3. That in securing data concerning the state of employment in railroad transportation, the Bureau of Labor Statistics collaborate with the Interstate Commerce Commission.

4. That where competent, reliable state bureaus of labor statistics exist or become established, such as the Massachusetts and New York bureaus, the Bureau of Labor Statistics collect through such bureaus within such

Business Cycles

In its discussion of unemployment and business cycles, the conference said: "The ebb and flow in the demand for consumable goods may not be subject to direct control; but on the other hand it should be possible in some measure to control the expansion of the national plants and equipment. If all branches of our public works and the construction work of our public utilities, railroads, telephones, etc., could systematically put aside financial resources to be provided in the times of prosperity for the deliberate purpose of improvement and expansion in times of depression, we would not only decrease the depth of depressions but we would at the same time diminish the height of booms. . . . For a rough calculation indicates that if we maintain a reservation of about 10 per cent of our average annual construction for this purpose we could almost iron out the fluctuations in unemployment. . . .

In order to guide such a policy it is fundamental that an accurate statistical service be organized for determining the volume of production of stocks and the consumption of commodities, the value in construction in progress through the nation, and an accurate return of the actual and not theoretical unemployment. . . . As a first step in such a program, statistical services adequate to this purpose should be immediately authorized and carried out by the federal government."

Mining

The conference recommended that "as the preferential car supply was permitted to exert its evil influence in 1920 with most disastrous results . . . the Esch-Cummins Act be hereafter rigidly enforced to the end that there shall be no preferential use or assignment of railroad cars in the coal industry."

As an aid to the prevention of unemployment, the conference recommended that the Committee of Railway Executives be asked gradually to accumulate and maintain along other lines a quantity of bituminous coal sufficient to take care of their requirements for a period of at least five months. The conference urged that Congress authorize the payment of all monies now owing the railroads by the federal government.

In regard to the metal mining industry the conference reported that international conditions and the slackness in the building trade were responsible for unemployment.

Agriculture

The conference recommended that: 1. All prices and all wages should be so adjusted that a normal reasonable ratio will be established between the incomes of farmers, laborers,

manufacturers and merchants in order that the purchasing power of the farmer may be restored thus hastening the resumption of normal trade manufacturing and the employment of labor.

2. Railroad freight rates on commodities transported to and from the farm must be substantially reduced without delay.

3. Prices of materials, farm implements and supplies must be adjusted to the price level of farm products.

4. The aggregate of charges between the farmer and the food consumer is excessive and ways should be found to reduce them.

5. Better graded facilities must be provided for agriculture.

6. Exports for agricultural products should be stimulated.

7. Any tariff legislation which may be enacted should develop and maintain a just economic balance between agriculture and other industries and treat fairly both producers and consumers.

Transportation

The conference reported that the Class I railroads employed in August, 1920, upward of 600,000 more men than in March, 1921.

The conference recommended the passage of such a measure as Senate bill 2337 to make possible a program of railroad funding. It also recommended that the policy of immediate general buying be urged upon the public as a patriotic duty.

Labor - 1921.

New York

Occupation, Wages.

IMPORTS COLORED LABOR

TO WORK ON HIGHWAYS

OWEGO N.Y. GAZETTE

APRIL 14, 1921

Contractor Nathan Young Brings Thirty-two Colored Laborers to This County to Work on Highway Construction—Sixteen of the Laborers Are Repairing the Owego-Binghamton Highway with Concrete—The Other Men Are Taken to Willseyville to Begin Work on the Candor-Willseyville Concrete Highway.

Contractor Nathan Young, of Endicott, formerly of Owego, began work yesterday on his contract to replace a two-mile section of the state highway, southside, with a concrete slab half the original highway in width. This reconstructed section of concrete will not be put down in a continuous stretch. The work will be done in the worst broken up sections of the macadam, beginning at the top of the hill 25 or 30 rods east of the south approach to the Court street bridge and continuing east about three miles.

The east slope of the hill in Forsyth avenue will be skipped. Beginning again at the forks of the road at the east end of this avenue concrete will be put down continuously for one mile. It is on this stretch of road beginning at the road forks that Mr. Young began work yesterday. Sixteen colored laborers make up the bulk of the construction force now on the job. Mr. Young brought to Owego this week 32 colored men, and sent one-half of this gang to Willseyville, where he has another road contract. The force at work on the southside contract will be increased by the employing of local men.

The concrete section, which will be built this year, will be eight feet in width and six inches in thickness. Next year the companion section will, probably, be constructed, and then the completed road will be 16 feet in width.

It will take Contractor Young about two months to complete this contract for two miles of half width road.

For the accommodation of his colored workmen Mr. Young has built a bunk house on the Strong farm in Lackawanna avenue.

LABOR SURVEY HALTED:

Chicago Defender
NO REASON IS GIVEN

New York, Dec. 9.—The survey of occupations and placements in New York as affecting our people that was in course of completion by the United States Department of Labor here was suddenly terminated Dec. 1 on the grounds of lack of funds to

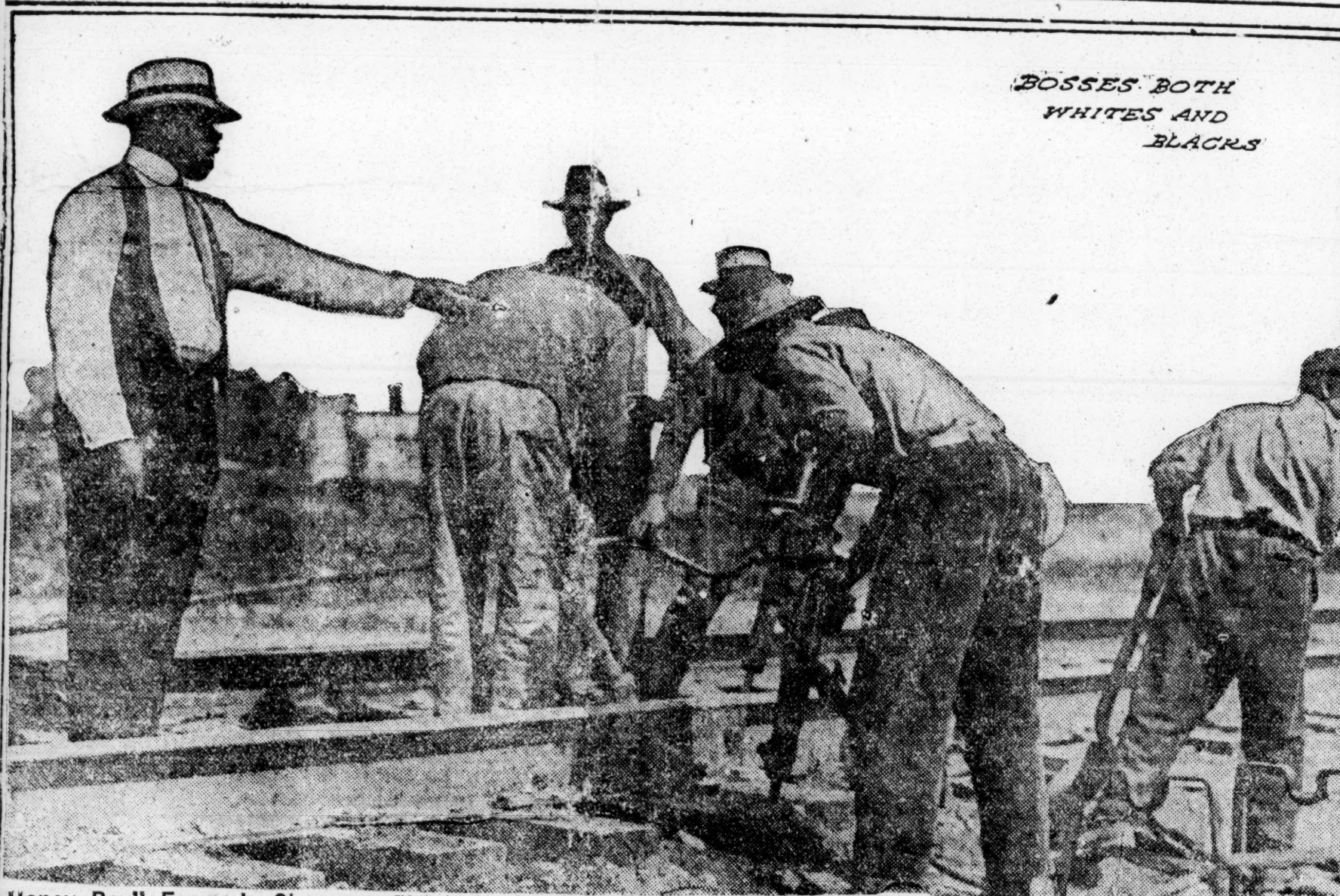
complete the work.

The work was being done from the office of Commissioner of Conciliation Phil H. Brown, who sent his assistant, Karl F. Phillips, to supervise the survey. An office was given Phillips and his staff in the Murray Hill Vocational School building in East 37th street. Interesting questionnaires were prepared under the expert care of Mr. Phillips and sent to more than 5,000 firms employing labor in New York. When these questionnaires are returned complete information will be available as to the chances afforded our labor to rise, and the opportunities given our graduates to earn a living at their chosen vocations. This latter phase was one in which the New York board of education was vitally interested.

By the abrupt ending of the work it is feared gathering of the complete information will be seriously interrupted. The survey is now to be finished from the Department of Labor in Washington.

Occupation and Wages.

COLORED P. R. T. FOREMAN IS WORKING WIZARD



BOSSSES BOTH
WHITES AND
BLACKS

"Honey Boy" Evans Is Champion Track Layer of P. R. T. and Is Popular.

NO COLOR LINE DRAWN

Never Had Any Trouble With His Men; Wizard at Reading Blueprints.

PHILADELPHIA PA RECORD
AUGUST 29, 1921

"I've Got a White Man Workin' for Me"—the title of a more or less one-time popular song—is suggested to residents and others in the vicinity of Sixty-third street and Lancaster avenue by the sight of a negro boss over a gang of white men employed on the job of building a

new Philadelphia Rapid Transit Company trolley loop.

A Panama hat tilted on the back of his head, a blue serge suit, silk-shirted of the work in hand to issue orders. One sleeve, white collar, natty cravat and a big cigar stuck between gleaming white teeth on a contrasting background, and said:

"Honey Boy," whose real Christian name is George, however, isn't simply a walking boss and superintendent of construction, if you please, is complete.

"Honey Boy," whose real Christian name is George, however, isn't simply a walking boss and superintendent of construction, if you please, is complete. He's a black man, but he treats everybody white and never asks a man to do anything he can't do himself, and that's fashion-plate boss, but a practical and more than I can say of a lot of other very efficient superintendent of street-railway track-laying of many years' experience. A mixed gang of workmen, of several nationalities, blacks and whites, but the latter predominating, respond to the colored man's terse and business-like orders with alacrity, and never a suggestion of resentment is apparent.

His Men Like Him.

With the characteristic democracy and fairness of American workmen, color lines are not drawn in this instance, as

George is recognized by the men as a capable workman himself, who is qualified by his general all-around knowledge of the work in hand to issue orders. One expects of me. I have been in this work about 19 years, both in the employ of the General Electric Company and the P. R. T. since it started."

While talking the superintendent interrupted his remarks at intervals to issue orders to different groups of workmen engaged in various branches of the work. His attention from his men never deviated for a moment while he carried on a running conversation.

"When I first began this kind of work everything was done by hand," he explained, "but now we have all power tools," he declared, indicating the compressed air tampers, riveters, bolters, augers and various appliances. He took great pains to explain the working of these machines, which he said enabled the laying of three times as much track in the time it took to do it by the old methods.

"The little old trolley wire furnishes

all the power, too," he said, "for these little portable engines and motors for the compressed air."

A group of people were attracted to the electric welder at work, near which a sign was placed, reading: "Danger, Do Not Look!"

"That sign draws a bigger audience than a barker would in front of a circus," George declared. "When they reads that, why, they just can't stay away; but if they keep their eyes on that little blue electric flame too long they's as blind as a bat for a little while."

The operator of the welder wears goggles and is further protected from the intense heat by a helmet.

Evans, when again diverted from his interesting explanation of the wonders of modern street railway-making and, asked further about himself, said:

"I was just a plain, ordinary colored boy when I struck this town, fresh from the farm down South. My home was in Amelia county, Virginia, near Richmond. These trolley cars always did have a lot of interest for me, from the first one I saw in Richmond, and when I got the chance to work on the tracks it was just what I wanted."

"I am now 50 years old, married, and have one daughter. We live at No. 3937 Reno street. I never went any further in school than grammar school, and all the technical training I have I got right on the tracks. A blueprint has no mysteries for me, and one look at one and I seem to know just what the engineers want. I am subject to call for emergency work at any hour of the day or night. So I don't work on no mere salary, but get 82 cents for every hour I work," he said proudly.

"Honey Boy" remained perfectly natural until he spied the newspaper photographer, when he asked: "Is that fellow going to take my picture for the newspaper?" When assured that was his intention, he said: "Now wait until I spruce up a bit." He immediately placed his hat at a new angle, readjusted his tie and posed in the midst of the workmen, who also became infected with self-consciousness, striking unnatural attitudes before the camera.

Real pictures, however, were caught by the photographer surreptitiously after work had been resumed and the colored superintendent became engrossed in his work of completing the loop.

The loop leaves Sixty-third street at Malvern avenue, encircling the rear of houses on the east side of Sixty-third street, to Lancaster avenue and then west to Sixty-third street, completing a double-track loop. People in the neighborhood figured it would take two months to lay the tracks. "Honey Boy" finished that job yesterday in less than three weeks.



HE LOOKS EFFICIENT

Labor - 1921.

Rhode Island.

Occupation, Wages.

IMPORTED VIRGINIA NEGROES

REPLACE WHITE LABORERS

ON \$3,500,000 KENT DAM

PROVIDENCE R. I. EVE. NEWS
JUNE 3, 1921

Hundreds of Virginia negroes, some of whom are already here, are to be employed by Winston & Company, the big New York engineering company which will erect the gigantic Kent dam in Scituate, the trolleying station of the 37 billion reservoir which the city of Providence is building.

These men will work for approximately 20 cents an hour and will be maintained in a big camp which is to be built near the dam site.

At the same time, there are thousands of men in Providence and vicinity, who, unable to get employment, are expected to be put to work on the dam site, even at common labor rates. The Providence Water Supply Board has intimated that it would give them preference.

Now practically all white men, local applicants for jobs on a project for which the city will pay about \$3,500,000 alone, are being refused work.

Scores of men who have gone to Scituate, to the representatives of Winston & Company in the last few days, have been turned down.

Every day, however, blacks have been imported and carried by auto truck to the dam site, where temporary quarters are being erected to house them.

Feeling in the Pawtuxet Valley, through which many of these men have passed in the last few days, is very bitter, and much resentment is felt because the New York concern, apparently disregarding any attitude of courtesy toward the city, is importing cheap labor from the South.

When this situation was called to the attention of Alderman B. Thomas Potter, chairman of the Water Supply Board today, he said that he did not know it. He said he did not know what the attitude of the Water Board would be and did not know whether it could interfere, now that the contract had been signed.

It was understood at the time the contract was awarded, Mr. Potter said, that the Winston company would, wherever possible, give preference to local men.

Men who have applied, however, say they cannot work for the low

wages offered, which means about \$2 a day at the most. No such price as this is being paid to other common labor in the city, the lowest being about 32 cents an hour.

Winston & Company have a very high reputation, particularly in construction work of the type of the Kent dam and are thoroughly equipped to do the work, it is said. Their bid was for a little under \$3,500,000, which was very nearly \$1,000,000 less than the next lowest competitive bidder and one-half as much as that asked by the highest bidder.

The company has applied to the Utilities Commission for permission to lay a spur track from the main line through the Valley to Kent, to haul materials. The permit has not yet been granted.

Labor - 1921.

Virginia

Occupation, Wages.

PREPARE TO GO TO HIGHER HEIGHTS

Norfolk Journal and Guide
The story is told of a New York banker who was asked why he did not promote the Negro messengers and other like employees in his service. He made the following answer:

"I have no race prejudice in the conduct of my business. Preparedness and honesty are all I require in the

employee. I noticed that the Irish and other white employees in subordinate positions were always anxious for promotion and worked for it, while the Negro employees did not appear to care about promotion. They seemed to be satisfied in the minor positions given them. I decided to try out three new employees. I selected a young Jew, a young Irishman and a young Negro. I gave them all messenger jobs. I gave them the same salary and allowed them the same opportunity.

"I noticed the young men closely. The young Negro seldom read anything when at leisure, and seemed tired and indifferent most of the time, and, after a short while, began to ask for an advance of wages on pay day, saying he had some unusual obligation to meet. I always accommodated him.

"On the other hand, the Jew and the Irishman were intensely interested in the work of the bank. They were on the job early and late. When they were not employed they were reading bank literature. Instead of asking an advance on their wages they opened an account with my bank and deposited a part of their wages each week. On inquiry I found that both of them were attending the night courses of a Business school, while the young Negro spent his night hours in social engagements and pleasures.

"At the end of six months there were three clerical vacancies in my bank. I had the three young men examined for the positions. The Jew and Irishman passed with flying colors and I had to go outside to get the third clerk. The Jew and Irishman are now members of our banking corporation while the Negro is still a messenger."

This is a true story, and happened in New York not a thousand years

ago.

Now, the readers of the JOURNAL AND GUIDE who read the story of the promotion of Mr. J. S. Jones to be active vice-president of the Tidewater Bank and Trust Company, and of Mr. Edward A. Baker to succeed him as secretary-treasurer, published in the JOURNAL AND GUIDE of November 19, will see that they earned their promotion by doing just as the Jew and Irishman did in the New York banking house. They mastered the details of the business they had in hand from the very beginning of their employment and always strove to be prepared to take the place above them when the promotions were to be made.

Young people who are employed in subordinate positions should be conscious always that the eyes of their employers are upon them. The hours they spend in social pastimes or criminal frivolities, to the neglect of their work, and preparation in it to be most useful, have a tab kept upon them. If they don't grow in knowledge and expertness and reliability in the small position they need not expect promotion, larger salary and bigger opportunity for usefulness.

The safe way is always to prepare to go to higher heights. If you never go you will be all the safer in the place you do occupy.

Labor-1921.

Virginia

Unions.
**OUR LABOR AND
THE TRADES UNIONS**

The bread and butter problem is the predominant one with the masses of mankind today as it was two thousand years ago, and perhaps, it will be at the end of the next two thousand years. This is much to be regretted, as the only question involved is an equitable division of the earth's necessary things, or the equivalent values, as between the agencies of production and consumption.

For example: A man may have to sleep out of doors in Norfolk, who has a thousand dollar bill, if he can find no one to change it for him, and this would be the case if he should try to get it changed after banking hours. That is to say, the big bill would be useless to him if he could not get it changed into small bills. It is that way with 9,000,000 bales of last year's cotton for which the owners can find no buyers. It is useless and foolish, therefore, to produce a lot of things if there is no market for them, as is the present condition of the United States and its export trade: it has plenty of goods to sell, but the European consumers have no money and no credit with which to buy them. There are many agencies between the producer and consumer, but all of them depend upon the two, and the two are of no value unless they are in harmony as to the price of production and consumption.

The labor problem is one of the most important and difficult that confronts the Afro-American people; it is more so with them than with the white labor group, as these latter are opposed, for the most part, to the colored labor group working on equality with them in the gainful occupations, and in some they do not desire that our group shall work in them at all. The railroad labor unions are of this inhuman sort, a recent movement

having been made by the white group bor has awakened to the fact that it on the Norfolk and Western Railroad is a vital force in American industry to dispense with colored workers on trialism, that it has value for others that railroad entirely; and it should and should have greater value for it not be forgotten that a so-called self, and that, in order to protect it-Northern blatherskite, residing for the self, it must have such organization, time in the South, started that business and such affiliation with organization, as to make the most and not the least

In a paper read before the "Read-out its labor valuation. That is a justment and Reconstruction Congress," held at Howard University, very important forward step, to which there should be, and we believe will November 13th, a copy of the proceedings of which we have just received, not be, any backward step. His labor is the most important value that the Mr. Eugene Kinckle Jones, a Virgin-average Afro-American possesses, and ian of light and leading, and who has he can only get the most out of it gained distinction as Executive Secretary of the National Urban League, there is in it by understanding the various phases of the labor problem, speaking on the labor feature of the and by thorough roganization to promote and to protect his interests as a laborer.

"The nationals and internationals in labor circles have now voted that there shall be no discrimination against Negroes. While they forbid it, we cannot overlook the fact that the locals after all determine who shall actually enter the organization as *bona fide* members with the chance to work at the trade.

"The attitude of the Negro working-men themselves towards the problem involved is important. The war has opened many new opportunities to Negro working-men. Before the war, anyone who stated that the majority of Negro working-men were ambitious, and were forging ahead with enthusiasm, would have had difficulty in proving his assertion. The war period has proved beyond question that the majority of Negro working-men today are ambitious and are casting aside obstacles and are forging ahead although still working under great difficulties. They are gaining friends not only among the employers of labor, but among many of their white fellow workers. In fact, many Negroes are either joining unions of white men, or are forming organizations or unions among themselves through which they hope to barter for better opportunities both with the employers of labor and with white labor organizations as well."

That is to say, Afro-American la-

Labor - 1921.

Unions

UNION LABOR STRONG

Cleveland Advocate
VICKSBURG, MISS., Feb. 14.

Vicksburg boasts of a colored section of the State Federation of Labor. The organization has been perfected and its membership extends through the state.

Governor Moves

Against Killing

Negro Trainmen

Constitution 6/11/21
Jackson, Miss., June 10.—Governor Lee M. Russell today made public instructions he has issued to all sheriffs and other law enforcement officers to take steps to prevent the assassination of negro trainmen.

The governor states that his action is taken as a result of the killings following threats of several railroad employees, notably at Durant and Water Valley. He says that "thus far all the victims have been negroes." Appeals from the Yazoo and Mississippi Valley and the Illinois Central railroads led to the executive proclamation.

Governor Russell does not state when the men are said to have been killed.

\$300 PRICE PUT

ON NEGRO'S HEAD

N. Y. C. TELEGRAM

JULY 31 1921

Organized Labor Plot to Intimidate and Slay Trainmen, Is Charged.

WATER VALLEY, Miss., Sunday.—

That an organized labor plot exists to intimidate and slay negro trainmen in an effort to drive them from the Illinois Central line was the charge made here following the arraignment and indictment of Boss Brower and Ross Caldwell, non-employees of the road, on a charge of lying in ambush and shooting Gus Embry, a negro fireman, as the train on which he was working was passing Velma, just south of this city, on July 19.

The shooting followed the receipt of one of the letters signed "Zulus," which negro employees of the road have received warning them to quit and holding out the threat of death if they remained in the service of the road or its allied line—the Yazoo and Mississippi Valley. It came as the sequel to the slaying of three or four negro trainmen employed by the two roads and night attacks on others.

According to information received by Illinois Central officials, a price of \$300 has been placed on the head of every negro working for the road.

Brower made bond and was immediately arrested by Deputy United States Marshal E. E. Temple on a charge of conspiracy to deprive certain persons of equal privileges, rights and immunities, upon information furnished by I. T.

Oldham, United States Attorney. Brower was carried to Oxford, Miss., where he had a preliminary hearing before United States Commissioner H. T. Smith.

Negro Fireman and White Engineer

Times Plain Dealer
Aberdeen, Miss., Aug. 25.—Another

attempted assassination of a negro trainman employed by the Illinois Central Railroad was made near Longview tonight when some unidentified persons fired two loads from a shot gun into the cab of I. C. northbound passenger train 304, seriously wounding Kit Mitchell, negro fireman. George Allen, white engineer, received three birdshot in his face, but brought his engine into Aberdeen, the northern terminus of his run.

Mitchell received a cluster of birdshot in his face, striking him around the temple. Another batch found lodgement in one arm, paralyzing that member. He was brought to the Acker Boyd Hospital here and the announcement was made late tonight that his recovery is expected.

At least four negroes have been shot to death and a number of others have been injured since organized forces started their campaign to drive the negroes from the employ of the Illinois Central Railroad. Warning letters have been received by many of them. In an effort to protect the negro trainmen the road has started placing watchmen on the passenger trains. Two of these were in the smoking car on passenger train 304 today when the fireman and engineer were wounded. Two loads were fired, but in the dusk of the evening it was not possible for them to discern by whom the shots were fired. Mitchell has been running on this line for a number of years.

Negro Fireman and White Engineer On I. C. Shot.

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Murder Gang in Mississippi Fire on Railroad Men From Brush Concealment; Government Asked to Check Terror

Chicago Defender
Laurel, Miss., Sept. 9.—Another attack on trainmen, and one that will probably prove fatal, was the shooting of Henry Acragem, brakeman on a Gulf, Mobile & Northern train, at Burnside recently. Acragem was fired on from ambush as his train stopped for water.

Buckshots Used

He was standing in the passage between the engine and tender, when suddenly some one fired. A large number of buckshot entered his face and body. One shot embedded itself in the hand of a fireman and another punctured the engineer's drinking cup, which was hanging in the window just a few inches from the engineer's hand. Acragem was brought to this city and placed in the hospital. But little hope is entertained for his recovery. Physicians say he will die from loss of blood.

The attack of Acragem is part of the organized plot started here several months ago by a band of white men who are seeking employment on the railroads. Scores of letters have been received by trainmen, four have been slain and a number dangerously wounded. In all cases threatening letters had been sent to the men warning them to quit their jobs in order that white men may be employed.

Officials Afraid

At Clarksdale investigation has shown that in many cases the entire crew is in sympathy with the murders. A gang is operating out of this city and has offered to kill firemen, brakemen and porters for \$100 a head. Special agents placed on the trains to guard the men against attacks will be killed for payment of \$200. A. D. Coffield, division superintendent of the roads on which several murders have been committed, is accused of being "lukewarm" in his attitude. Trainmaster W. H. Perry is said to have made a half-hearted investigation of the affairs on his lines. The division superintendent of the

Louisiana lines at the outbreak of the gang war notified his men that if murder was attempted on his trains the entire white crew would be fired. Nothing has happened.

Demps Jacobs narrowly escaped death at Greenwood, Miss., when a white flagman reported to him that a banana car had run a "hot box." Jacobs, before he went out on his run, had been searched at the station by a town marshal to see if he was armed. An engineer who had seen several men in the bushes near the spot where the train stopped warned Jacobs to stay in the engine cab and he would investigate. There was no hot box. When the train pulled away shots were fired at several freight cars. The flagman, who attempted to cause Jacobs' death, is in jail at Memphis, Tenn., in connection with the murder of a city policeman.

Government Aid

Robert L. Mays, president of the Railroad Men's Benevolent Association at Chicago, has called the government's attention to the condition on Mississippi and Tennessee railroads. Agents from the Department of Justice are collecting evidence to the effect that murders are interfering with the transportation of mail. Mays, according to reports, has been in conference with Department of Labor officials at Washington and members of the attorney general's staff with the purpose of placing a government angle on the cases. He declared appeals to the local authorities are ignored, and government intervention is the only remedy.

For a second time Kit Mitchell, fireman on the Aberdeen branch of the I. C. railroad, has been dangerously wounded. He was shot on July 17 at Glenwise, and recently was wounded at Sturgeon's Tank, 47 miles south of Durant. He has been fireman for 22 years. James Williams, fireman, was also shot at Sturgeon's Tank, and was rushed to New Orleans for treatment. The

white special agent placed on the train to protect Williams ran when the report of the gun was heard. Others shot were Buster Clark, brakeman, and Ben Tumboldt, brakeman. General Smith, a fireman, was shot at by Percy Sneed (white), but escaped injury.

Set Death Trap

At Darwin, 11 miles from Memphis, on the Y. & M. V. railroad, a signal was torn from its post and placed in the middle of the track so that the red lantern would notify the engineer of danger. Investigation proved that the "murder gang" were stationed in the bushes near by awaiting the arrival of the train in order that they could shoot the fireman or brakeman who was sent to remove the light.

Boss Brown and Ross Caldwell, both white, are held in jail at Oxford, Miss., for shooting firemen and brakemen on the Water Valley and Grenada districts. Their cases will be heard September 15. They were arrested by United States marshals on charges of obstructing interstate traffic, and interfering with the delivery of the mail.

INTIMIDATING OUR RAILROAD WORKERS

Norfolk Journal and Guide
Last winter three firemen on the Yazoo Division of the Illinois Central Railroad were called from their engines by the display of the red light

and shot to death from ambush. All of the efforts of the State and railroad authorities, it was said, were unable to hunt down the assassins, who gave it out that they intended to drive from the railroad service all "Negro trainmen." Quite recently three men were indicted for these crimes, the United States Department of Labor having taken a hand in the matter, the report alleged, to whose attention it had been called last winter.

"A Citizen," writing in the *Memphis Commercial Appeal* of August 2, who appears to be unusually fair-minded, has the following to say on the subject of "Intimidation of Negro Firemen":

"I enclose you herewith a clipping of your great paper of this date, referring to intimidation being practiced on Negro firemen.

"That there is an element in society which is capable of taking any such position against their fellowman earning his bread by the sweat of his face demands the special attention of the best thinking men and women of this country and the immediate application of the strong arm of the law.

"Since I was first old enough to remember Negroes have been permitted to work as firemen and brakemen on all Southern rail-

roads, and I am loath to believe that at this late date the best thinking Southern citizenry will permit a gang of hoodlums and outlaws to take charge of matters in any such outrageous way.

"It has long since become one of the traditions of the South that the Negro would always be given equal opportunity to work and earn an honest living. Is this lofty tradition of right and justice now to be trampled upon by this bunch of law-breakers and murderers? We face a condition and not a theory."

The writer of that article is a 100 per cent. American, such as we hear so much about, and so few of whom have the courage to come out flat-footedly for justice and fairplay. May his tribe increase.

The conspiracy to run Afro-American trainmen out of the service was started by a Northern worker on the Norfolk and Western Railroad, at Newport News quite eighteen months ago, but the conspiracy has not prospered. The trial of it way down on a Mississippi railroad branch has not intimidated our railroad workers as it was thought it would, the strong organization of them at Memphis having declared that they would not be intimidated nor driven from the service. That is the stand to take everywhere. If we can't work at the occupation we are best fitted for and which is open to us, because of secret conspiracy, we should stand our ground and brave the conspiracy to a stand still. There will always be a very large and respectable body of white persons to uphold us in doing so.

Labor—1921.

Unions

Gigantic Industrial

Organization Formed

Wilmington, Del. Advocate

(By the Associated Press.)

Chicago, Jan. 13.—On the wings of the New Year has been formed the most gigantic industrial organization among colored people anywhere. It is the National Federation of Railway men, and the organization was consummated January 4, at a meeting in Birmingham, Ala. Combining with the organization are the locomotive firemen and shopmen.

The attendance at the meeting was large, and Monroe James was elected craft president.

One of the outstanding features of the organization is the endorsement of plans for the immediate establishment of an insurance company to be capitalized at \$200,000.00. R. L. Mays, president of the Railway Men's International, is one of the prime movers in the insurance plan.

UNION LABOR ACCUSED OF OUTRAGE

Chicago Defender
Employment of Non-Union
Electricians Thought to
Be Cause

2-5-21

Flames started by a fire bomb, which was hurled on the roof of the four-story flat building at 740 East 45th street Monday morning, forced 30 families to flee in their night attire. The fire, which followed, caused the halls to be filled with smoke, many of the tenants using the fire escape. Flames leaped from the first to the fourth floor following the explosion. Two children were carried out by the fire department. No one was seriously injured. A number were bruised or badly shaken up. Damage by fire and water to furniture and to the building will amount to nearly \$40,000, according to a statement by F. W. Harsh, Jr., the agent.

Tenants in the building say that they have been threats made for more than a week that "something would happen," if the nonunion electricians employed by the owner, F. W. Combes, were not withdrawn in favor of union

men. Charles W. Pierce, an electrical worker, is wiring the building, which has been lighted by gas. Mr. Pierce is denied admittance into the electrical union because he is not white. He was formerly connected with the Wabash Avenue Y. M. C. A. and served overseas with the Y. M. C. A. forces. Business agents for the union have been seen by tenants near the building several times.

Tuesday a number of policemen were on the scene, but their activities were confined to keeping out of each other's way more than anything else. State's Attorney Robert E. Crowe sent two investigators to the building, where the routed families were questioned. Recalling his pre-election promise to stop these outrages the sufferers feel that he will not leave the matter entirely in the hands of the local police force.

The list of tenants renting flats in the ill-fated building, which has had three fires in as many months are:

J. Smith, L. Holt, C. Smith, E. Cole, C. Knox, C. Ware, J. Ralston, H. Cason, H. Weeks, L. Shults, C. Baxter, Mitchell, C. H. Ballard, M. White, T. Adkins, R. Shackelford, C. Scott, P. Samuels, W. Barnes, J. Hodges, W. Marshbank, Albert McAuley, C. Searcy, D. Harding, J. Robinson, C. Robinson and Henry Fowlkes.

N. Y. C. MAIL

MARCH 11, 1921

TODAY in CHICAGO

By DEARBORN

New York Decision Factor in
Determining Action in
Housing Situation—Meat
Packers and Workers Face
a Struggle.

Chicago, Today.—The decision of the New York Court of Appeals upholding the constitutionality of the emergency housing laws was virtually all that was needed to insure the passage of Illinois laws for regulation of rentals in some fashion or other.

The doctrine that regulation of property offered for rental is within the police power of the state, and in accord with public policy, gives the politically powerful tenants' association a legal sanction and landlords concede that having failed to handle the question themselves they are in danger of statutory restrictions.

They take it badly, with wild words, and are much indebted to the Russian revolution. They would be in a much worse fix emotionally if they did not have the word "bolshewiki" to use. With that they at least know they have their tenants described, which is such a relief as it may be.

Illinois

The Tenants' Association is the nearest approach to a white collar union of the unorganized consumer which the city has seen. Presumably it will disintegrate as soon as the occasional purpose which it serves has been served, but for now with officers and many thousands of members and is able to once the populace has an organizationally pressure.

Packers and Workers

Ready for Strike Issue

It is thought that both the packers and their workers are ready for a strike over the issue of wages and hours. The packers, whose reputation in recent years has changed from that of bad employers to that of fairly good employers, have evidently not tried conciliation or argument yet.

It is announced that plans for bringing workers and employers into closer relationship for the consideration of interests are being formulated, but in the meanwhile the fire has been started. The workers knew that the abrogation of the war-time arbitration agreement meant a labor readjustment, and they knew it would be in the direction of lower wages and increased hours, but they got no definite statement of the packers' intentions until they had jumped to some conclusions of their own.

Discontent started with what the workers had reported to them. The readjustment is not as bad as had been anticipated, but the chance of approaching with conciliation at the beginning has been lost. If the packers now can convince the workers that the life of the industry is at stake they will have to do so against the sentiment which several weeks of rumors aroused.

Colored Labor Likely
To Be a Big Factor

Chicago's hungry negro population will be a factor in this contest, if it comes. If it does come it is bound to affect every meat-eating household, possibly affecting food prices as seriously as the mining disturbances affected coal price.

During the war many thousands of southern negroes came to Chicago and found employment in the yards. It may have been an unsound economic movement, taking labor from its natural habitat in the South and crowding it into a city which could not absorb it, economically, socially or politically.

As unemployment succeeded the labor shortage, the negro workers were given reduced hours or were let out. There is said to be a horde of them, many of them hungry, with no money or very little, and ready to pour into the yards as strike breakers. They have had enough experience in the meat industries and are ready to keep production going, being desperate for work.

That is the reserve the packers have for a strike, if it comes, and it may explain the abruptness with which the employers announced their purposes.

Conditions are bad with the negro population. Undoubtedly many of the negroes are hungry. They cannot find employment, and bad temper is in-

creasing. Soviet propaganda is finding them ripe for the preaching even of violence, and thousands of inflammatory pamphlets are being read by men desperately in need.

Reign of Terror

In Nineteenth Ward

The Nineteenth ward, which got through the city election and returned Alderman Powers against DeAndrea, with only some incidental bonding and without much action from the gunmen who were said to be terrorizing the citizenry, but the gunmen who were inactive then got into action afterward.

No withe ward is terrorized. Two prominent supporters of Powers have been shot and other men, who have received threatening letters, are being guarded by details of police.

Mr. Michael Heitler, dive-keeper and run-runner, lapses again from the legal dignity of his name to Mike de Pike again. He and five others were found guilty as charged and will be sentenced to the penitentiary next week. An appeal will stay the execution of the sentence.

The trial went against six of the whisky ringers but Big Jim O'Leary, the king of the stock yards, who was discharged, and there was no big explosion in the trial. That was avoided. No reputations not already involved were caught in disclosures and Mike did not blow the cover off anything. There may be a feeling of relief in various places, but just where is not indicated.

PACKERS ACCEPT MEDIATION OFFER IN WAGE DISPUTE

Constitution 3/13/21
Negro Packing House
Employees Accept Wage
Cut and Change in
Hours as Reasonable.

JUSTICE OF SLASHES
ASSUMED UNDERSTOOD

"Nor Can There Be Issue
on Matter of Hours,"
Likewise Declares State-
ment.

Chicago, March 12.—After an all-day discussion by heads of the packing industry, a telegram was sent to James J. Davis, secretary of labor, at Washington, accepting

his suggestion that they send two representatives to confer with him and two representatives of the employees regarding the present situation in the industry.

The telegram, which was signed by Armour & Co., said:

"Your message received. Will be glad to follow your suggestion."

A statement given out at the same time that the telegram was made public, said:

"We assume that the justice and necessity of wage cuts will not be at issue. Nor can there justly be an issue on the matter of hours."

The American Unity Welfare Labor league, composed of negro packing house employees, announced in a statement today that it was ready to accept the wage reduction and change in hours which goes into effect Monday morning.

Packing house officials said tonight that about 40 per cent of their employees now are negroes, many having come north to work in the plants during the shortage of manpower caused by the war. The welfare league statement says:

"We do not believe that striking at this time will help the cause of labor, as there are thousands of men out of employment. We will refuse to co-operate with the Amalgamated Meat Cutters' and Butcher Workers' union in any way, and will not strike.

Union in Line.

Secretary Davis' offer of personal mediation in an effort to avert a threatened strike in the industry also was accepted by the union leaders, Dennis Lane, of the Amalgamated Meat Cutters' and Butcher Workmen of North American, sending the following telegram to the head of the federal labor department:

"It has been, and is, the policy of our organization to co-operate with all governmental agencies. We accept your tender of services to work out a solution of the present situation which has been brought about by the deliberate and arbitrary violation and repudiation by the five big packers of the agreement now in existence between your department, our and other labor organizations, and the packers.

"We note that you specify no date for conference and we have information that the packers contemplate taking advantage of that fact. This and the other organizations who are parties to the agreement between your department and the packers will arrange to select representatives to attend a conference when you set a date. We respectfully suggest that such a conference be held in Washington next Friday, March 18, as we have a conference arranged here for the 16th, of all trades involved."

NEGROES AT YARDS REFUSE TO JOIN STRIKE

"Nothing to Be Gained," They Say on Eve of Wage Cut.

On the eve of radical wage cuts, which the packers have announced will go into effect tomorrow, The American Unity Welfare Labor League, composed of Negro packing house employees, refused to co-operate with the Amalgamated Meat Cutters and Butchers' Workmen, which has called upon its members for a vote on the question of a strike.

"We do not believe that striking at this time will help the cause of labor," was the substance of the Welfare League's statement last night. "We will refuse to co-operate with the meat cutters' union in any way and will not strike." Packing house officials said that at least 40 per cent of the yards employees are Negroes.

Dennis Lane, secretary-treasurer of the Meat Cutters and Butchers' Union, refused to take the Welfare League's statement seriously, characterizing it as "packers' propaganda."

Plan Protest Meeting.

Less than 15 per cent of the yards employees are Negroes," said Mr. Lane, "and the majority of these belong to our organization and will be right with us in any action we take." Meanwhile Mr. Lane and officials of the union completed plans for a huge open air meeting as a protest against the wage cut.

A parade of 35,000 stock yards workers, including office employees whose wages have been reduced, will be held this afternoon, culminating in the open-air meeting at Forty-seventh st. and S. Western av.

While both the packers and the labor officials agreed to Secretary of Labor Davis' offer of his services as a mediator, both sides stood pat on the main bone of contention. The union leaders said the strike vote would be taken, as scheduled, simultaneously in all parts of the country next Wednesday.

Today's parade will be in two sections, which will tour the stock yards district before converging at the mass

meeting. In the event of inclement weather the union official have arranged for local halls in the stock yards district where the paraders can convene.

Banners to "Tell Story."

The first section of the parade will start from Thirty-third and Morgan sts. at 1:30, the other section from Columbia Hall, Forty-eighth and Paulina sts. The two sections are expected to come together about 3 o'clock, when the big meeting will commence. Thousands of banners will be carried in the parade bearing caustic comment on the packers' methods and telling the workers' "side of the story."

The last of the strike ballots were mailed from union headquarters yesterday to all locals in the country. Local officers were instructed to start the balloting Wednesday. Mr. Lane said arrangements had been made for the returns to be forwarded here. Complete vote returns are expected Thursday night.

The ballots bore the following question, printed in English, Polish, Bohemian, Lithuanian and Spanish:

"Do you favor and authorize a strike in the event that the government or our organization is unable to induce the packers to maintain their eight-hour workday, in compliance with the agreement entered into with the United States Department of Labor?"

Mr. Lane, in wiring acceptance of Secretary of Labor Davis' offer of his services in the mediation program, pointed out that no date for the meeting had been set and suggested March 18.

He also announced that Secretary Davis said he would take personal charge of the arbitration hearing.

Charges Fly Fast.

In the meantime, charges and counter attacks flew thick and fast. The packers issued statements designed to prove their contention that Monday's wage cut is necessary if the cost of meat is to go down. The union officials charged the packers with violating the war-time agreement entered into between the unions, the Secretary of Labor and the Big Five, and declared the packers had been profiteering since the armistice and had seized upon the wage cut as a contrivance to make still greater profits.

To support their statements they cited the number of employees at the stock yards during the war/as 55,000 and only 33,000 employed now. The remaining 22,000 employees, the union men say, have been dropped quietly, with no consequent decrease in the cost of meat. In addition, they asserted, the packers are holding vast quantities of cold storage meat which they are anxious to dump with the greatest possible margin of profit.

Both factions were up to their elbows in strike plans when the unions accepted the mediation proposal. An hour or two later the packers announced their acceptance.

Mr. Lane's telegram to the Secretary of Labor read: "It has always been and is the policy of our organization to co-operate with all government agencies. We accept your tender of services to work out a solution of the present situation brought on by the

deliberate and arbitrary violation and repudiation by the Big Five packers of the agreement now in existence between your department, our organization and other labor organizations and such packers.

"We note you specify no date for the conference, and we have information that the packers contemplate taking advantage of that fact. We shall arrange to send two representatives to attend the conference when you set the date. We respectfully suggest that such conference be held in Washington next Friday, March 18, as we have a conference arranged here on the 16th of all trades involved."

Packers Send Message.

Representatives of the Big Five packers also held an all-day conference in the office of J. Ogden Armour in the stock yards. They announced their acceptance of Secretary Davis' proposal to act as mediator also. James G. Condon and Carl Meyer, attorneys for the packers in previous wage disputes, will undoubtedly represent them at the Washington meeting.

Armour & Co. sent the following wire to Secretary Davis:

"Your message received. Will be glad to follow your suggestion."

Late last night Secretary of Labor Davis announced in Washington that neither the union's telegram nor that of the packers had been received as yet. He stated he would set a definite date for the conference as soon as the answers of the contending factions were received. Secretary of Commerce Hoover and Secretary of Agriculture Wallace will be invited to take part in the discussion, Mr. Davis said.

Armour Gives Stand.

Armour & Co. issued the following statement:

"The nation's insistence on a return to normal and its refusal to pay war prices in peace times have caused the price of our products in the aggregate to drop to what are practically pre-war levels. This has forced the price of live stock down to a point which threatens the very existence of the live stock industry.

"Our own business has been conducted at a loss for two years, but all that time our operating expenses remained at the war time peak. Wage reductions, therefore, are not a matter of choice; they are essential, not only from the employer's standpoint, but from the standpoint of live stock producers, who are having to bear with us the losses involved. We assume that the justice and necessity of wage cuts will not be at issue.

"The standards of hours of labor established in mines, foundries and manufacturing institutions handling nonperishable products cannot be applied to plants handling perishable products. The basic eight-hour day was not a measure for determining the actual working hours. It served simply to penalize work in excess of eight hours and provided no offset for work of less than eight hours.

"Any adjustment of wages that requires extra pay for less than forty-eight hours of work per week—unless that work is performed at unusual hours—is an unjust tax on the business, which the public eventually has to pay."

ALLIED UNIONS BACK PACKERS IN WAGE WAR

CHICAGO ILL. EXAMINER
MARCH 15, 1921
Gompers to Address Big

Meeting Wednesday; Both Factions Firm.

Despite the fact that both the packers and the stock yards workers yesterday agreed to meet in Washington on March 21 with Secretary of



Dennis Lane.

ton on March 21 with Secretary of Labor James J. Davis as mediator to attempt a settlement of their differences, officials of the Amalgamated Meat Cutters and Butcher Workmen made it clear last night that organized labor will stand behind them in a fight on the wage

cut put in effect yesterday by the "big five" packing companies.

This statement was made by Dennis Lane, secretary-treasurer of the Meat Cutters' Union, last night following the announcement that Samuel Gompers, president of the American Federation of Labor, would arrive in Chicago tomorrow to conduct the gigantic meeting at the Chicago Federation headquarters. Mr. Lane stated that all of the international unions of the labor federation will be represented.

Reject Armour Plan.

Two events stood out as particularly significant in the day's developments—the rejection of the "self-government" plan of Armour & Co. by the Amalgamated Meat Cutters and the appeal for support by the latter to the farmers in return for union labor's efforts in behalf of the Kenyon-Kendrick bill, which provides for governmental regulation of the meat packing industry.

Swift & Co. and the other packers are said to be contemplating a similar plan to that of Armour. Mr. Lane and his aids scoffed at the Armour plan, characterizing it as "last-minute camouflage to avoid the consequences of the crisis."

"The packers go ahead and reduce wages, then announces the workmen will be given a voice in the manage-

ment," said Mr. Lane. "But you notice the offer comes a day late—too late for the employees to have anything to say in the matter of wage cuts."

Expect Negroes to Join.

Mr. Lane said he expected no trouble with the Negro workers and did not take seriously reports that they would refuse to join with the union workers. He reiterated previous statements that the majority of the Negro workers in the stock yards belong to the union and will abide by its decision. He admitted the possibility of the packers importing Negro workers, but said the number, if they were persuaded to come, would be comparatively small and would not decrease the effectiveness of the union's fight.

Word came from Washington of that Attorneys James C. Condon and Carol Meyer of Chicago had arrived to represent the packers before Secretary Davis.

Senator Medill McCormick was in conference with Secretary Davis for half an hour. He said the conference had been on a personal matter and did not concern the packing controversy.

Others on the mediation board will be Secretary of Commerce Herbert Hoover and Secretary of Agriculture Henry C. Wallace.

2,400 Accept Wage Cut.

FORT WORTH, March 14.—Both the Armour and Swift packing plants here, where wage reductions were effective today, had sufficient work-

men on duty, it was announced. Union men who held a mass meeting yesterday reported for duty as usual this morning and accepted the cut. About 2,400 men are employed, though only 800 are organized.

Quiet Rules in Omaha.

OMAHA, March 14.—There were no disturbances today and no strikes, although the reduced wages and longer hours were placed in effect not only in the houses of the big five concerns but also in the ten independent packing plants. Sentiment among the workmen is practically unanimous for a strike. About 1,000 unemployed workmen applied for jobs this morning.

"We have 300 experienced applicants for jobs under the new schedule," said Mr. Murphy, manager of the Cudahy plant. The same condition existed at the other plants.

Kansas City Plants Operate.

KANSAS CITY, March 14.—Packing plants operated here today, according to company officials. Their claims were not disputed by union leaders, who explained that because Monday was always a light one in the packing industry it was not possible to tell the effect of recent wage reductions and readjustment of hours put into effect.

Unions Col. Bugg Shows

How Cuts Affect

A. B. & A. Wages

TALBOTTON GA ERA
FEBRUARY 10, 1921

Old Scale Gave One Agent More Than Station's Cash Receipts.

Colonel B. L. Bugg, president of the Atlanta, Birmingham and Atlantic Railway company, Sunday showed how the wage reduction, which he proposes to put into effect will affect in dollars and cents, the individual employees of the company.

Colonel Bugg has given out some figures that were taken from the December, 1920, payroll, showing the amounts earned by different classes of employees, and has had a computation made showing the amount they would have earned under the proposed scale when applied to the same service performed in December.

A negro porter on a passenger train running out of Fitzgerald was paid \$197.43. Under the new scale he would have earned \$150.28.

A negro coal heaver working on a coal chute was paid \$148.01. Under the new scale he would have earned \$100.35.

A passenger engineer running between Fitzgerald and Atlanta was paid \$332.88. Under the new

scale he would have been paid \$274.44.

Pay of Engineer.

An engineer handling a fast freight train between Fitzgerald and Atlanta was paid \$344.89. While under the new scale he would have earned \$293.74.

A negro fireman on a passenger train running out of Brunswick was paid \$254.72. Under the new scale he would have earned \$178.80.

An agent at a local station in south Georgia having a population of 951 in the entire militia district was paid \$125.28. Under the new scale he would have earned \$88.36. The total cash receipts at this station were \$98.54, from which it will be seen that the agent was paid \$26.74 more money than he collected.

A call boy was paid \$138.57. Under the new scale he would have earned \$92.53.

An engineer working in a terminal yard in south Georgia and home every night was paid \$267.95. Under the new scale he would have earned \$209.86.

A passenger train conductor

was paid \$286.64. Under the new scale he would have earned \$232.22.

A negro fireman working in a yard was paid \$222.36. Under the new scale he would have earned \$145.85.

A machinist was paid \$253.73. Under the new scale he would have earned \$199.35.

Under New Scale.

A negro passenger train porter, who also worked a few trips in freight service as brakeman, was paid \$218.25. Under the new scale for the service performed he would have earned \$150.24.

An agent at a local station with a population of 204 where the total receipts amounted to \$149.99, was paid \$133.40. Under the new scale he would have earned \$94.98.

A conductor on a local freight train in south Georgia was paid \$328.27. Under the new scale he would have earned \$256.51.

An engineer who, during the month, worked in both passenger and freight service, was paid \$370.16. Under the new scale he would have earned \$303.23.

An electrician was paid \$255.96. Under the new scale he would have earned \$180.60.

A negro laborer working in the shops was paid \$146.62. Under the new scale he would have earned \$103.90.

A car inspector was paid \$224. Under the new scale he would have earned \$158.90.

A machinist was paid \$233.75. Under the new scale he would have earned \$186.31.

Negro Coach Cleaner.

Georgia.

A negro coach cleaner at Atlanta was paid \$147.25. Under the new scale he would have earned \$100.38.

A negro brakeman on a freight train was paid \$228.04. Under the new scale he would have earned \$146.64.

A telegraph operator whose duties also required some clerical work, was paid \$222.37. Under the new scale he would have earned \$172.99.

A negro section hand was paid \$98.80. Under the new scale he would have earned \$62.88. Section laborers are furnished fuel and houses free in addition to their wages.

A local freight train engineer in south Georgia was paid \$366.16. Under the new scale he would have earned \$308.34.

A switchman in a terminal yard was paid \$218.90. Under the new scale he would have earned \$160.22.

Colonel Bugg stated that the instances above given are not extraordinary and are fairly representative.

THE INTERNATIONAL ORDER OF COLORED LOCOMOTIVE FIREMEN

The International Order of Colored Locomotive Firemen will hold a general conference in this city on the 17 and 18 of this month. There will be delegates from all parts of the country, attending this conference, it being the second and largest for Railroad Firemen of its kind. There are four organizations of Firemen in the South, and on the 18th, three of these organizations are expected to unite their strength for the betterment of all Colored Locomotive Firemen.

Mr. T. C. Jefferson, president of the International Order of Colored Locomotive Firemen, together with Mr. Henry Hardy, President of the Grand United Order of Colored Locomotive Firemen of America, of Knox-

ville, Tenn., and Mr. W. L. Grant, President of the National Standard Order of Locomotive Firemen of Macon, Ga., together with their executive officers will be at the office of Mr. T. C. Jefferson on the 17th., 418 1/2 West Broad St., Savannah, Ga.

There will be given for the delegates a smoker at the office of Mr. T. C. Jefferson. Friends are all invited.

The conference will begin Tuesday morning the 18th. at ten o'clock sharp. This conference was called for the purpose of forming an amalgamation or consolidation of colored firemen with headquarters in the south.

We are hoping that it will remain in Savannah. We will have several prominent speakers for the occasion. Conference called for purpose of organizing Firemen in a separate organization by Mr. T. C. Jefferson who has worked both night and day for the welfare of the Firemen.

Locomotive Firemen Hold Conference

Savannah Tribune
On Tuesday at the office of T. C. Jefferson, president of the International Order of Colored Locomotive Firemen, a conference was held between the representatives of more than two thousand men. These delegates represent three organizations: The International Order of Colored Locomotive Firemen of Savannah, Ga., T. C. Jefferson, president; the G. U. O. of L. F. of A., of Knoxville, Tenn., Henry Hardy, president and the N. S. of L. F., of Macon, W. L. Grant, president. 1/22/21

The morning session of this meeting was held at the Seabrooks Hall, while the evening session was held at Mr. Jefferson's office, 458 West Broad street. Henry Hardy, president of the G. U. O. of L. F. of A. was requested to preside over the meeting which he did.

The meeting was opened with prayer and song; L. F. Bride imploring the aid of the Almighty in their undertaking. The purpose of this meeting was to affiliate until arrangements could be made for a consolidation which will take place as soon as the executive heads have considered. The proposed plan of affiliation met with the approval of all concerned and was carried out successfully.

A. J. Pitts of Birmingham, Ala., made a short but impressive talk, saying, "Above all things we wanted the consolidation to be firm, and that

(over)

(From other side)

is our reason for affiliating before consolidating. "Together we stand, divided we fall."

The delegates are as follows: Macon, Ga., T. Bivin, J. R. Walker; Cedartown, Ga., G. A. Paige; Jesup, Ga., E. Dasher; Cuthebert, Ga., E. W. McGlockton; Birmingham, Ala., A. J. Pitts; Knoxville, Tenn., D. A. Broyles; Henry Hardy; Jacksonville, Fla., W. Floyd.

Locomotive Firemen Agree to Affiliate

Savannah Tribune 1/29/21
On the 18th of January the International Order of Colored Locomotive Firemen, Savannah, Ga., National Standard Order of Locomotive Firemen, Macon, Ga., Grand United Order of Locomotive Firemen of America, Knoxville, Tenn., agreed to affiliate and combine their strength for their protection. This includes practically the south, where colored firemen are used, as far west as Mississippi and south as far as Miami, Fla.

Pres. T. C. Jefferson is still striving to convince the men that there is nothing in a Dining Car or Pullman Porters' Union, headed by Dining Car waiters for firemen. Mr. Jefferson has proved to be one of the smartest men of the race in the railroad line by being successful in uniting the firemen of the south for their protection. There are a few firemen under the jurisdiction of the R. M. I. B. I. A. who do not understand the great reconstruction that is just "over the fence". The Brotherhood of Locomotive Engineers, white Brotherhood of Locomotive Firemen, Brotherhood of Railway Trainmen, Railway Conductors, International Association of Mechanics, Blacksmiths are all to themselves in a separate organization, then why not have an organization of our own?

Pres. Jefferson has joined hands with W. L. Grant, president National Standard Order of Locomotive Firemen, White St., S. Macon, Ga., and Henry Hardy, president Grand United Order of Locomotive Firemen of America, 510 Owens St., Knoxville, Tenn., they are working to see that colored firemen in the south obtain their respective positions, by proving faithful and loyal to their railroad officials. Write or wire Savannah, S. Macon or Knoxville, Tenn., for your charter and seal, and also for a better understanding of all concerned.

ATLANTA GA JOURNAL

JULY 17, 1921

Colored Waiters Organize

Atlanta Organize

The colored waiters of Atlanta met at the Butler street branch of the Y. M. C. A. last Thursday evening and organized "The Waiters' Alliance of Atlanta." The following officers were elected: S. Sherman, president; W. E. Griffin, vice president; J. McHenry, Jr., secretary; H. E. Evans, treasurer. The object of this alliance is said to be the social improvement of the waiters of Atlanta and vicinity.

SKILLED WORKERS' PAY WILL NOT BE REDUCED

Central Plans Cut in Wages of Two Classes of Unskilled Labor.

Constitution 3/23/21
Savannah, Ga., March 22.—(Special.)—That in the planned steps of a regular program of retrenchment it is contemplated just now to reduce the wages of unskilled workmen of but two classes—the men who work on the maintenance squads along the tracks, and the trucksters and handlers of freight at stations, most of them colored men, was the statement of Vice President L. A. Downs today, speaking of the reports that the Central of Georgia railway will cut wages.

He said that no other reductions are being now considered. The road has reduced, in the past several months, its forces of men to a minimum, and still, it is said, the heavy payrolls and lighter traffic do not match. The facts have been presented before the organizations of unskilled labor, and leaders are considering the statement of the road, and will reply to proposals of the road within a week. It is cited that the reduction is proposed for this class because they have received the highest percentages of increased pay. Skilled labor wage reduction is not being contemplated now, Mr. Downs said, but it was intimated that if reductions in the class now conferring do not make up the existing deficit, there will be further retrenchment.

COLORED LOCOMOTIVE FIREMEN

Savannah Tribune 4/13/21
The president of the International Order has solved one of the greatest problems in the history of the order for locomotive firemen. First by organizing the I. O. of C. L. F.; second by uniting with the G. U. O. of L. F. of Knoxville, Tenn. and N. S. O. of L. F., Macon, Ga.; third by placing the organization on the mailing list of the United States Railroad Labor Board, and if the railroad goes back under the ruling of the government, the I. O. of C. L. F. with the two affiliated organizations will be recognized.

Shortly after the extra session of Congress, which is to be held at Washington, on the 14-15 inst., the I. O. of C. L. F. will be represented by its president, as much so as Mr. Sam Gompers, president of A. F. of L. or any other labor leader.

It ought to be news to the country to see the colored men, in the railroad work, making such rapid success for the betterment of the colored men as a whole.

HAMPTON ELECTED HEAD OF ATLANTA COLORED BARBERS

Constitution 4/21/21

The Colored Barbers' association was launched Tuesday night, with

a charter membership of 50 boss and journeymen barbers, at a meeting in the home of Ida C. Jackson, of 177 Fraser street. A. W. Hampton was elected president. W. B. Collins, vice president; T. C. Collins, secretary, and W. H. Ham, treasurer. All negro barbers are urged to attend a second meeting at 8:30 o'clock tonight in the Eureka barber shop, at 184 Whitehall street. The new organization is not a union organization, but is designed to provide a club room for negro barbers and to operate a college for instruction of apprentices.

ATLANTA GA GEORGIAN
MAY 10, 1921

Three Negro Strikers Arrested For Assault

Three negro strikers of the Atlanta, Birmingham and Atlantic Railroad, charged with having attacked and beaten Jerry Wood, negro hostler who did not quit his post in the shops at Manchester, Ga., were captured in Manchester by Deputy United States Marshal S. A. Smith and lodged in the Fulton Tower.

They will be tried Saturday by District Judge Samuel Sibley. An order declaring them in contempt of the court's receivership decision was issued last Saturday by Judge Sibley.

The prisoners, Jim Jones, Frank Ellison and Tom Blandenburg, were declared by Receiver B. L. Bugg to have assaulted Wood May 3, kicking and beating him with a stick so that his body was "fearfully lacerated and bruised." Wood made his way to Bullochville and escaped by train to Lineville, Ala.

ATLANTA GA EVE JOURNAL
MAY 14, 1921

A., B. & A. Striker Is Given 60 Days for Contempt of Court

Federal Judge Sibley Saturday adjudged Jim Jones, negro, an employee of the A., B. & A. Railroad, now out on strike, in contempt of United States court and ordered him sent to the Fulton tower to serve sixty days. Frank Ellison and Tom Blandenburg, negro firemen who were arraigned with Jones, were dismissed.

Receiver B. L. Bugg charged that the negroes had interfered with the operation of the A., B. & A., in flogging Jerry Wood, negro strikebreaker at Manchester and ordering him to leave the state.

Reuben R. Arnold, attorney for the receiver, brought out evidence attending to show that the negroes were negated in picket duty at Manchester and that they severely beat the strikebreaker, telling them to "never let the sun go down on you in this state again." Wood, who was in court, said he went to Alabama, where he reported the case.

Ellison and Blandenburg established alibis by introducing twenty witnesses.

Receiver Bugg contended that the flogging of Wood was in violation of the federal order which enjoined all persons from blocking the operation of the road.

WRECKING CHARGE AGAINST NEGROES TABLED IN BEN HILL

Constitution 5/18/21
Fitzgerald, Ga., May 17.—(Special.) The Ben Hill grand jury late today tabled the charge of train wrecking against Sid Reese and Will Simpson, negro strikers on the Atlanta, Birmingham and Atlantic railroad, after having spent six hours today investigating the charge. Reese and Simpson were accused of having on May 7 placed dynamite on the track near Fitzgerald, thereby causing an explosion which tore eighteen inches of the track and caused damage of about \$50, but not wrecking the train.

A special term of court was convened by Judge O. T. Gower, and the grand jury called into special session to investigate the case. After the charge had been tabled, Judge Gower ordered the negroes released from Bibb county jail, where they had been taken for safekeeping.

COLORED WORKERS ON CENTRAL ROAD PROTEST PAY CUT

Constitution 3-22-21
Some seven hundred negro employees of the Central of Georgia railway have started a campaign to enlist public sentiment in their favor regarding the reduction of 11 cents per hour in their pay, which, it is claimed, was the action taken by the railroad on April 1. This act, the men say, was in direct disregard of all railway labor laws to the contrary and their contention is that they should receive retroactive pay for the difference from the date of the reduction.

Prior to the reduction the colored men said they had an intimation of the intended cut, and accordingly a negro representative from all districts of the state was sent to Savannah on March 26 to offer a protest. At the meeting in Savannah the men were told not to accept a reduction, but to leave it to the labor board, it was said. In spite of this, however, the reduction was made, they stated.

SECOND VICTIM FROM DYNAMITING OF TRAIN

Montgomery Advertiser
Negro Fireman Succumbs to Injuries Received in A., B. & A. Wreck

Sept 13-1921
(Associated Press)

ATLANTA, GA., Sept. 11—Frank Jones, negro fireman, who was injured in the wreck of an Atlanta, Birmingham and Atlantic Railway freight train here last Wednesday night, died today bringing the death list to two.

J. T. Morris, engineer, was killed and two other negro trainmen in addition to Jones were injured in the wreck which B. L. Bugg, receiver for the road, charges was caused by an explosive being placed on the track.

The commission headed by Chairman C. Murphy Candler of the Georgia

Railroad Commission appointed by Governor Hardwick to determine the cause of the wreck will start its inquiry tomorrow. Union leaders have asserted defective equipment caused the train to leave the tracks. Colonel Bugg declared there have been 33 such wrecks or attempted wrecks of freight trains since striking union men were replaced by non-union workers.

No date has been set as far as known for the investigation by the United States Bureau of Safety, which J. M. Larissey, vice-president of the Order of Railway Conductors, announced had been promised.

Labor - 1921.

WORKERS MUST UNITE, NO COLOR LINE

Afro-American
1/21/21
Secretary Of Federation Of

Labor Gives Exclusive In-
terview To Representa-
tive Of Afro

Many Colored Organizers
Put In Field To Explain
Meaning Of Unions

Copyright (Colored Syndicate
Press Bureau)

There are no racial, religious or political distinctions in the American Federation of Labor. The workers are of all races, of all religions and of all political parties. So is the federation.

As early as 1890 the convention urged all unions to strike out of their constitutions provisions limiting membership to persons of the white race.

In 1897 the convention made a clear-out declaration when it welcomed to the ranks of the American Federation of Labor "all labor, without regard to creed, sex, race or nationality, and that its best efforts have been, and will continue to be, to encourage the organization of those most needing its protection, whether they be in the North, South, East or West."

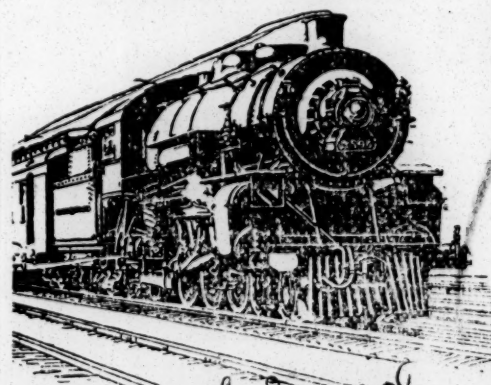
At nearly every convention since 1890 the federation has urged all the workers to unite, regardless of color, and in 1918 it adopted a plan for the organization of Negro workers proposed by delegates of the colored race. This plan has been aided by the best efforts of the general organizer of the federation's staff. Large sums of money have been spent in taking the message of labor to colored workers. There are colored organizers now in the field who are devoting their energies to explaining the trade union movement to toilers of the race. In the last few years large numbers of colored workers have been organized into unions and in their efforts to improve their standard of living they have

received the hearty support and the active cooperation of the labor movement.

This labor movement in its very nature is as broad as humanity because the problems of humanity are the problems of labor. In this day and generation organized labor is the only voice through which the oppressed of this nation of all races and of all creeds can make protest against the injustices which they bear, against depriving them of their natural rights, against the tyranny which they endure, against the needless hardships which are thrust upon them, against the power of greed, against industrial slavery.

Organized labor in truth, is the power of resistance of all men and women of labor. It is the demand of all humanity for the best in life and the greatest in freedom.

INTERNATIONAL ORDER OF COLORED LOCOMOTIVE FIREMEN—NEWS



RAILROAD LABORERS 2/26/21 WIN FIGHT

Labor won the first round in the wage fight with railroad heads before the United States Labor Board at Chicago. The board refuse to abrogate present wage agreements. Frank P. Walsh, general counsel for the workers addressed the board. Recent reductions in the wages of maintenance of waymen and changes in the working conditions of train dispatchers as announced by the Erie Railroad were suspended today by the federal railroad labor board pending a hearing.

The board announced that no wage reductions or changes in working conditions could become effective except by agreements between the road and its

General.
employees until the board had an opportunity to pass the case. The hearing was set for Feb. 23.

The case was presented ten days ago by representatives of the employees. The petitions alleged that the road had reduced the basic wage of track workers to 30 cents an hour, the previous rates having been 37 to 48½ cents an hour.

Train dispatchers representatives charged that the road had ordered them to work seven days a week previously they had a six-days week.

The colored locomotive firemen of the South were represented through letters to the United States Labor Board by the following: Henry Harly, President Grand United Order of Locomotive Firemen of America, 510 Owens street, Knoxville, Tenn.; W. L. Grant, Pres. National Standard Order of Locomotive Firemen, White St., S. Macon, Ga. and T. C. Jefferson, 458½ West Broad St., Savannah, Ga.

This was one of the greatest plans of the colored locomotive firemen of the South that has ever been mentioned.

Mr. Floyd C. Garvin, secretary of the International Order of Colored Locomotive Firemen and General Grievance Advisor, will leave this city in a few days, for Waycross, Ga., in the interest of colored firemen via A. C. L. Railroad. He is in this office fifteen days out of each month, assisting Pres. Jefferson in the welfare of all colored firemen, of this section.

Presidents Jefferson, Grant and Hardy are expected to go to Chicago in a very few days to attend an expected conference with the United States Labor Board, in the interest of all colored firemen, where they are used. Their intentions are to work out plans, for colored firemen to be used North of the Mason-Dixon Line, and for men to be put to work, who have been laid off unfairly by various railroads of the South.

LABOR UNIONS AND COLORED AMERICANS

Guardian 1/21/21
Our neighbor, the Traveler, in a recent editorial under the caption "Are Labor Unions No Longer Needed?" reviews at length the scathing criticisms hurled at the labor unions today at any and all gatherings, and especially those made up for the most part by employers. These adverse comments (according to the Traveler) strike a popular chord and the long suffering public lends a willing ear to them, and goes its way believing that the iliad of all its woes is to be found among the horny handed sons of toil. The Traveler, apparently, holding no brief for either side shows that the employer has in a large measure contributed to this chaotic condition of affairs in the business world of which the public justly complains. The conclusion of the whole matter according to our neighbor is in the following paragraphs:

"The real question, it seems to us, is not whether there is any longer need of unions, but what kind of unions are needed? How, in other words, should the unions adapt themselves to changed conditions, in order to promote the true interests of their members?"

This is an immense and complicated question which will demand the best thought of many minds to answer. It is evident, however, that both unions and employers will need to lay emphasis upon this one principle:

That nothing can result in permanent good to one class which is not fair to all other classes."

So long as there are corporations of wealth we need and should have co-operation of labor.

One serves as a check on the overt acts of the other. Only a few years ago corporations and trusts were pilloried in the press, legislative halls and on platforms as being the sum of all financial villainies. The Standard Oil Trust in those days was generally referred to as the arch conspirator in the financial world. The then chairman of the finance committee in the U. S. Senate, (a man of a very few words) was the uncompromising champion of this trust, since his daughter had married the son of the founder of this trust.

Both of the old political parties in the North were in the throes of the trusts in those days. After a few years of agitation against these organizations the public mind eased up and began to accept these trusts as developments in the financial world. The trusts weathered the storms of twenty years ago and after submitting to government regulations are today pursuing the even tenor of their way. Today labor unions are at the bar of public opinion and in legislative halls. Instead of crying baby as some are doing, they should welcome this "their day in court" and begin at once to purge themselves of their many ills. For more than eight years labor unions have been intoxicated by the power they wielded in the affairs of government. Samuel Gompers,

their leader, the eleventh man in Wilson's cabinet took Congress by the throat and compelled it to pass the Adamson's railroad bill in the interest of and according to the dictation of labor unions. About a year before the world's war began this same Gompers, an English immigrant, who had come to this country to get his start in life, a man of limited, very limited ability, had opposed the entry of Colored American into labor unions.

The world's war gave the Colored American unparalleled opportunities in the labor world such as he had never dreamed of having before this time. "Taking the current when it served" him he not only made good in the eyes of his employers but he showed them that here was another source from which they could draw laborers in times of need.

Talking about closed shops, they've always been closed to the skilled Colored American, no matter if he came from the best technical schools in the country with years of experience. The Colored American of today

POSTAL CLERKS CONVENTION

On Sept. 5, 1921, the National Federation of Postal Clerks convened at Minneapolis and continued in session four days, all of which were marked with intense interest and enthusiasm. There was a large volume of business transacted, vital to the welfare of the postal clerks throughout the country. Without detail the work of the convention was such as will commend itself to the 800 or more locals of the parent body throughout the country. The time allotted to entertainment was spent with much interest and pleasure. Local No. 125 of Minneapolis left no stone unturned to provide for every comfort of the delegates and it, including the committees, received the highest commendation of gratitude from the convention. One of the principal features was a banquet at the Elks' Club Tuesday evening, Sept. 6, and an auto ride in the afternoon around the cities of Minneapolis and St. Paul.

Four Colored delegates sat in the convention—Mr. William H. Webb, president of Local No. 148, Washington, D. C., and Mr. B. S. Jackson; Mr. Sylvester J. Jones of Local No. 81, Pittsburgh, Pa., and the writer, David W. Johnson, Local No. 1, Chicago. Aside from the entertainment of the regular committee these delegates had the special attention of Mr. Harley Poore and Mr. Homer H. Smith and Mr. Maxwell of Minneapolis postoffice, who exceeded the limit to make it pleasant for us. Through The Whip we wish to extend our sincere gratitude to these gentlemen.

CUBAN LABOR HAS BEEN DRASTICALLY REDUCED

WAGES OF UNSKILLED WORKERS NEARLY BACK
TO PRE-WAR LEVELS—COMPARA-

TIVELY FEW UNEMPLOYED
WALL ST JOURNAL.

MAY 9, 1921

Wages of unskilled labor in Cuba have been slashed much more drastically than in the United States. While wages here are down from 10% to 30% from last year's peak in some of the industries that have been hardest hit by the readjustment, wages in the Cuban sugar industry are almost back to a pre-war basis.

But the number of unemployed appears relatively less than in the United States. Nearly all the mills are working, and Cuba will make her sugar crop in spite of low prices, according to best opinion there.

In the eastern part of Cuba, negroes from Jamaica and Hayti are imported during the season to help harvest the crop. The Haytian negro works for low wages.

Cane cutters are being paid from 80 cents to \$1 a hundred arrobas. The rate in the western part of the island is somewhat higher. A first rate man can cut 300 arrobas of cane a day, but the average is lower. Many mills and colonos paid \$3 a hundred arrobas last year. The rate before the war was about 50 to 80 cents.

The drop in wages has not been attended by a corresponding decline in food prices. The wage earner is being badly squeezed. A majority of the population on the island is in poverty.

One reason that the cost of living has not declined, to correspond with wages is that much of the retail business of the island is in the hands of Spanish merchants, who own their stocks of merchandise outright, and will not take losses. Much rice was bought at high prices, and the Cuban Government was persuaded to place an embargo upon further imports, so that the buyer in Cuba has not had the benefit of the subsequent decline.

It has been easier for the sugar mills to reduce wages, because labor is not organized. But the sugar industry could not have survived on last year's inflated costs, sugar men say.

There is no competition for workers by the mills, like last year, when some concerns paid their men during temporary shut-downs, to keep them. But there appears to be opportunity for employment for men of the type needed.

A considerable number of Chinese are brought in under contract. They are especially useful for routine work, like that on the centrifugal machines in the sugar houses. Cuba has a law, similar in some ways to that of the United States, against bringing in contract labor. But the Secretary of Labor can give special permission, and the law also allows Chinese "merchants and students" to enter.

N. Y. C. POST

MAY 17, 1921

Letters From Our Readers Americans and the Sea

TO THE EDITOR OF THE NEW YORK EVENING POST:

SIR: Statements given out by Winthrop L. Marvin, vice-president and general manager of the American

Steamship Owners' Association, have been published to the effect that the International Seamen's Union is chasing the American boy from the seas.

We would like to ask, if the International Seamen's Union is chasing the American boy from the seas, how is it that the largest steamship lines, and those especially of the American Steamship Owners' Association, of which H. H. Raymond is president, and which have no following whatever in the International Seamen's Union, should employ West Indian negroes on deck and Spaniards and Portuguese in the engine room? Why do they not hire Americans and give the American boy a chance? How is it that the United American Lines, of which Mr. Harrimah is president, hire Spaniards and Portuguese in the engine rooms of their ships? How is it that the New York and Cuba Mail Steamship Company, operating one hundred ships, hires West Indian negroes on deck and Greeks and Spaniards in the engine room? Why was it that the Marine Engineers' Beneficial Association had to go to the officials of the Ward Line and notify them that unless they stopped hiring Greek engineers to man the ships which they operated the engineers would take it up with the Government and have the ships taken away from them? Why is it that the Standard Oil Company, operating one of the largest fleets of the American merchant marine, having its own shipping lines, having nothing whatever to do with the unions, and operating on the open shop plan, does not employ Americans, but instead employs Scandinavians and other aliens on deck and Spaniards and Portuguese in the engine room?

The American boy was driven from the seas in the old sailing ship days because of the brutality of the ships' masters and mates and the rotten food and quarters which were allowed him aboard ship. It was the steamship owners who first brought the Germans and the Scandinavians and other foreigners into the American ships. When these nationalities refused to stand for the treatment they received aboard the ships Spaniards and Greeks were brought in. All the International Seamen's Union did was to organize them as fast as the steamship owners changed the nationality of their employees until the attempt was made by the steamship owners to fill the American ships with Chinese seamen and firemen. Then the International Seamen's Union at last rebelled and said it would not organize this Asiatic labor, but would instead fall back upon the language clause of the Seamen's Law which states that 75 per cent of the employees aboard ships must speak the English language.

It is not the marine unions which are driving the American boy from the seas, but the members of the organization which Mr. Marvin represents—the American Steamship Owners' Association.

THE MARINE ENGINEERS' CONFERENCE,

B. F. Todd, Secretary.

New York, May 11.

ACTIVITIES OF THE VARIOUS LOCALS OF THE R. M. I. B. I. ASS'N

Meridian, Miss., June 6.—Mr. Burton Blanks, locomotive fireman, with a record and dyed in the wool R. M. I. B. I. A. man, of this city, has been on a vacation. It is a good bet that with Burton Banks' vacation means "workation" in the interest of all classes of colored railroad men.

Charleston, S. C., June 10.—The

men at this point are undergoing a revival of interest and activity because of the reports brought back to the Coast by men who attended the recent Birmingham conference. It is hoped that in the swing around the local circuit by the International President this will be one of the towns visited.

Washington, D. C., June 10.—International Attorney, W. L. Houston, was recently made a member of the Board of Education of the District of Columbia, including of course, the capitol of the nation. President Mays wired the congratulations of the entire International membership. Mr. Houston, working with Mr. Mays, was instrumental in getting seven independent organizations recognized by the Interstate Commerce Commission, one of the organizations being the Order of Railroad Station Agents (white.)

Abbeville, S. C., June 10.—General Chairman John Dawson is in receipt of the contract form for firemen as sent by President Mays and has hit the trail to get every colored Sea Board Fireman organized, as members of Labor Group Four.

Lakeland, Fla., June 10.—Following the special bulletin to Atlantic Coast Line and Florida East Coast men, sent from International Headquarters to the firemen of these roads, the men have been busy from Richmond to Jacksonville and new members are being taken in all over the systems.

Chicago, Ill., June 10.—Special instructions were sent all locals of shopmen, laborers and transportation employees by the International President relative to what should be presented for the various contracts. The attitude of some of the companies is not worrying President Mays who is laying the foundation for a review of any contract which might be discriminatory to colored men, either through preventing their future employment or because of the misuse of seniority rules and practices.

Chicago, Ill., June 10.—The annual convention call has been authorized and the sessions will convene at Chicago the fourth Tuesday in September. The official sending of the call as well as the trip of the President was delayed because Mr. Mays has been engaged in a close study of many contracts and the National agreements, preparing the clauses to be presented by the various General Chairmen of five different crafts at conferences.

Augusta, Ga., June 10.—Mr. J. Ernest Tittle, able and active President of Local No. 72, is showing his char-

acteristic spirit and has sought conferences with the managements of the several roads here in the interest of the colored transportation and other employees. Mr. Tittle and his able co-workers have already succeeded in securing the attention of the managements and hope to close a favorable agreement for the men.

Jackson, Tenn., June 10.—A. R. Bell, R. Bentley, R. M. Morgan and Mr. Malloy, of this city, have taken up all matters with the several different roads converging at this point. Although this city is one of the best organized in the country, there are still some men who are unable to see beyond their noses, but the Big Four will get them yet.

Vicksburg, Miss., June 10.—Secretary McCormick, Local No. 45, and President Sanders have succeeded in getting almost 99 per cent of their shop organized. Mr. McCormick says he will surely get that fifty dollar suit of clothes to be given the member securing the greatest number of new or reinstated members.

Little Rock, Ark., June 10.—General Counsel J. E. White was here last week fighting discrimination, but this time it was the fight of colored Shriners.

Jacksonville, Fla., June 10.—Mr. Sol Jordan, A. C. L. fireman, has succeeded in getting the local switchmen to organize this terminal and apply for a charter from International Headquarters.

Chicago, Ill., June 10.—For the first time in the history of railroading contracts have been given to dining car employees. The ten locals of this class of men, located at Chicago, have gone into conferences with the different roads. Conferences were held and contracts signed in Buffalo, N. Y., Minneapolis, Minn., Chicago, Ill., and Toronto, Canada. If anybody questions the fact the International is IS International, that Toronto, Canada conference with the Grand Trunk Pacific Railroad will settle it.

After getting the mechanical and transportation employees contracts together, Mr. Mays revised the dining car men's contracts. Many new members are joining and old men are being reinstated in bunches.

Labor-1921.

Unions

UNITED STATES RAILROAD LABOR BOARD IN RE: PROPOSED REDUCTION IN WAGES OF THE EMPLOYEES OF THE CARRIER CORPORATIONS.

Petition of the Railway Men's International Benevolent Industrial Association and Its Affiliated Craft Organizations.

Times Plain Dealer 4/14/21
Mr. Chairman and Gentlemen of the Board:

Since the members of the organizations which I represent will be effected by any decision rendered by this Honorable Body, affecting the wages of railroad employees of several different classifications, and since any wage schedule which might be put into effect by an individual road, or the several roads acting upon the decision which might be rendered by this Board, I appear here to protest against any reduction in the wages now paid railroad employees in the face of existing conditions.

In so far as the justness and reasonableness of such wages are to be based upon seven cardinal principles and other relevant circumstances incorporated in Section 307, Article D, of Title 3 of the Transportation Act, and because the men I represent are effected equally with other men of similar classifications, as to the value of the dollar they earn, based on these seven specific points to be taken into consideration in deciding what is a just and reasonable wage, I am very anxious to confine my arguments to what I consider a major relevant circumstance.

In Decision 119 on Page 5 of the Decision as printed and circulated by authority of the Board it is stated: "The Labor Board believes nevertheless that certain subject matters now regulated by rules of the National Agreements, orders, etc., are local in nature and require consideration of local conditions." I fear that in the interpretation of any decision rendered by this Board relative to wages, a similar attitude might be taken by the managements in regulating the wage schedules in certain sections of the country where the men I represent are largely employed.

I fear, to be frank, a resurrection of the pre-war differentials in pay, which were the unjust lots of colored railway mechanics, who although working the same hours and doing the same kind of work, were paid

at a lesser rate per hour or per day than other men who had more favorable agreements, and who now have the right to legislate for the going-rates of their particular kind of employment.

In so far as the public interest and the community welfare is directly effected by a just and reasonable wage for the men constituting the community, I feel that to permit any condition which would lower the wage scale below the present scarcely adequate rate of pay enjoyed by railway workers, would be a community crime as it effects the men I directly represent.

For the first time during their employment by railway companies Negro railway workers have secured in the past three years an approximately adequate wage, permitting them to meet within reason the cost of living, and to measure up to the standard, known as the American standard of living. Any reduction in the present wage of railway employees would immediately destroy one of the most beneficial things resulting from the equalizing of pay



MR. A. B. THOMPSON,

of Birmingham, Ala., President of the Shopmen's Craft of the R. M. I. B. I. Association, who was one of the shining lights at the National Conference of the R. M. I. B. I. Association and N. O. of L. F., which held a three days' confer-

Alabama.

ence in this city Thursday, Friday and Saturday.

of colored railway employees during the war period.

The efficiency and dependability of this class of carrier employee has noticeably increased as a result of an approximately adequate wage as represented by the present scale. These men have contributed more to the stability of their respective communities in the past three years than at any time in their former history. They have in some instances been able to lay aside a few dollars a month by opening savings accounts, and thereby strengthening the credit situation and encouraging greater buying in their respective communities. This increased thrift on the part of these men has rebounded to the material advantage of the carrier corporations, since increased purchasing power of a community means increased tonnage for the railroads serving that community.

The most significant feature of the bettered position of the colored railway workers in the southern, southeastern and southwestern sections of the country, is indicated by the fact that these men who among colored wage earners have always been a preferred class, are now better able to provide their children with the rudiments of education and to keep them in school for a little longer period of their youthful lives, thereby making them better qualified to assume the responsibilities of a citizen and to contribute toward making a more intelligent and productive class of workers.

I am convinced that there is not a member of this Honorable Board, nor is there a manager of any railroad property in the sections referred to, who would willingly or knowingly recommend or put into execution a wage scale that would result in a lowering of the standard of life, of the efficiency or of the dependability of the colored railway workers, all of which has been the immediate outgrowth of the present approximately adequate wage scale.

As a matter of fact, it has been my personal experience in the past three years to have had two different managers of southern railway properties to state that proper rates of pay to their colored employees has been a distinct means of making them more dependable, and of increasing their conceded efficiency. I feel that the present rate of pay has materially increased

the personal efficiency of all railway employees of the more worthy type, irrespective of race.

In so far as this Honorable Body has remanded the question of adjusting differences existing between the companies and the employees back to the parties concerned for conference, and since at such conferences it might be necessary to take up the question of what is a just and reasonable wage, I respectfully petition this Board at this time, that should a ruling be made similar to that which is found in Principle 15, Decision 119 (Dockets 1, 2, 3), that such a recommendation as well as the above referred to Principle of Decision 119 be amended in a way to safeguard the rights of minorities. We petition that the right of representation at any and all conferences with the management where schedules are discussed and made, effecting the wages or working conditions of employees, that the employees not represented by the organization speaking for the majority, be given the right to be present and to be heard as stipulated in Principle 5 of Exhibit "B" of Decision 119 rendered by this Board.

In the organization I represent many of the men are semi-skilled and common laborers. In spite of any statistics which the companies have introduced relative to the cost of living, I sincerely urge that should the profound judgment of this most Honorable Body deem it necessary that the wages of some employees be adjusted downward, that no revision be made in the scale of wages paid common labor and semi-skilled labor, or other classes of labor earning less than fifty cents an hour.

It is an apparent fact, which no statistics can refute that at the present time no responsible man earning as little as fifty cents an hour, whose tour of duty covers eight hours per day, in a twenty-six day month, can earn a sufficient wage even at fifty cents per hour which will assure him that he can meet his monthly obligations.

I conclude by expressing in advance the appreciation of the men I represent for any decision rendered by this Honorable Body, resulting in a just and reasonable wage which in our contention should not be less, under the present circumstances than the present going rates for the several and many classifications of railroad employees.

Respectfully submitted,

R. L. MAYS.

International President Railway Men's International Benevolent Industrial Association.

Chicago, Ill., May 2, 1921.



Times Plain Dealer
MR. R. L. MAYS,

of Chicago, International President of the R. M. I. B. I. Association, who presided over the National Conference of the R. M. I. B. I. Association. 4/14/21

RECORD BREAKING GATHERING OF RAILROAD MEN ANSWER CALL OF PRESIDENT, R. L. MAYS.

Enthusiastic Meetings of Three Crafts, Representing 150 International Trade Organizations.

In Birmingham last week the most representative gathering of colored railroad men ever assembled in the South, answered the emergency conference call of International President R. L. Mays, of the R. M. I. B. I. A.

The men came from fifteen different states and represented locomotive firemen, shopmen, laborers and trainmen of 26 different railroads.

Preparations were made to send order to assure justice and a square deal to colored railway workers.

Mr. Mays came direct from an appearance before the United States R. R. Labor Board where he protested against any reduction of pay, particularly of employees earning less than 50 cents per hour.

Plans were formulated at closed sessions and it is understood that the Board has already made a ruling in favor of the R. M. I. B. I. A., and the Association of Colored Railroad

(Over)

(From Over)

Trainmen, amendatory to Decision No. 119 which for the first time in history will permit the representatives of our people in wage and working conditions conferences.

The Labor Board was memorialized by a resolution of the convention, asking support of the petition filed with the Board on May 2nd by President Mays through organizer Geo. Scott, asking for an amendment of Principles No. 7 and No. 15 of Decision No. 119.

The business of the closed sessions was not divulged to the press and strict orders were given the delegates to go home and take the instructions given them in strict confidence while battling to organize every colored railroad man on the right line of 100 per cent efficiency and dependability.

The men, led by Delegate Bell of South Carolina, paid their respects to President Mays by making a special "Mother's Day" contributions to the mother of Mr. Mays, who resides at Nashville, Tenn.

Mr. Osie Long was re-elected National President of the National Order of Locomotive Fireman.

Prominent National and International officers were present, among them 6th International Vice-President Louis Phillips of Chattanooga, Tenn.; Monroe James, National President of Trainmen, and Grand President J. H. Eiland of the A. of C. T.

The Atlantic Coast Line was well represented. The delegation included Mr. Barber of Florence, S. C., who was delegated special system

dent of the N. O. of L. F., who is one of the leading figures among Colored railroad men.

representatives of colored employees to the forth coming conferences with the railroad managements, in organizer by President Mays.

Further instructions will be given the men by Messrs. Mays and Long who have been busy this week digesting grievances and preparing rules to submit to the management in conformity with Decision 119 and the ruling of the Labor Board.

President Mays was greatly encouraged by the expressions of confidence on the part of the men and stated that the response shown by the members following the great victory won before the Labor Board by the R. M. I. B. I. A. was closely indicative that Labor organization had come to colored railway workers to remain.

Under instructions of the convention Mr. Mays will go to Washington on a special mission.

NON-UNION MINER IS SHOT FROM AMBUSH IN COUNTY OF BIBB Italian Wounded by Unknown Parties at Marvel Near Camp of Former Striking Miners; Blossburg Miner Dies From Wounds

BIRMINGHAM, ALA., April 21.—Hardy Kuykendoll, 25, a resident of Blossburg and an employee of the Brookside-Pratt Mining Co., was shot and fatally wounded tonight, dying while being brought to a Birmingham hospital.

Henry M. Brewer was later arrested and locked up in the Jefferson county jail. The slain man was shot twice in the head, one bullet penetrating the brain. Brewer denies doing the shooting, according to officers.

CENTREVILLE, ALA., April 21.—Sheriff R. H. Wood returned today from Marvel, a mining town in the northern part of Bibb county. He was called to that place about eight o'clock Wednesday night, the message stating that a non-union miner had been shot from ambush and seriously wounded. The Sheriff

immediately left for Marvel taking with him his two bloodhounds.

On arriving at Marvel he found that an Italian by the name of Korrena had been shot a short distance from his home by an unknown party, standing in the dark.

The bullet which was discharged from a thirty-eight caliber gun lodged in the right leg of the Italian, inflicting a very severe wound. The sheriff made every effort to locate the would be assassin but without success. The party doing the shooting had evidently used precaution to render it impossible for blood hounds to take his trail.

The miner's strike originated at Marvel and the feeling between union and non-union miners at that place has been very bitter. The man who was wounded is a non-union man and was at work at Marvel. The shot was fired about eight o'clock Wednesday night. The wounded man was carried to an infirmary in Birmingham Thursday morning for medical treatment. The former striking miners are camping a few miles from Marvel.

TEACHER'S EXAMS.

Thirty-two persons took the teacher's examination here this week, twenty-seven white persons and five colored. All applied for second and third grade certificates. Prof. H. H. Jones, County Superintendent of Education, conducted the examination.

IMPORTANT NOTICE TO COLORED RAILROAD MEN OF R. M. I. B. I. ASSOCIATION.

Important Information to All R. M. I. B. I. A. Members Relative to How the Recent Ruling of the Labor Board Effects Our Members on What Roads and in What Classes of Service, With Instructions How to Proceed With the Companies Where Cuts Greater Than Those Authorized by the Board Have Been Placed in Effect by the Company You Work For.

The roads directly effected and whose employees are found in our membership are as disclosed by Decision 147 (Docket 353) are: the Gulf Coast Lines, the Illinois Central R. R., the Louisville and Nashville and the Frisco. The classes of employees effected by the cut and the rate per hour of the cut I will give below.

It is well to remember that all the roads of the country were not before the Board and many classes of employees were not directly ruled on by the Decision of the Board. Further the ruling of the Board specifically states in Section (c) of Article I of the decision (17) that "Where section numbers are omitted in connection with a carrier, the classes of employees named in the corresponding section number of the schedule of decreases are not effected."

The decision also says in the second paragraph of the decision proper: 2. That the scope of this decision is limited to the carriers named under a

Article one herein, to such carriers as may be included hereafter by addenda and to the specific class of employees named or referred to under each carrier.

Now at the outset no locomotive firemen, switchmen or road brakemen of the roads employing our members have received a reduction by the order of June 1st. On many of the roads many of the shop men were not effected. My study of the order only shows the roads and the classes of employees I shall name later.

Still when rates are put into effect later by the roads employing our men and which have not been named by me above, the amount of the cut, according to paragraph two above quoted, will be the same on all roads.

Now if any set of men have already received a greater cut than what I shall show GET BUSY ACCORDING TO PREVIOUS INSTRUCTIONS and protest the cut through the general chairman of your craft or through one of the Craft heads, either Mr. Long, Mr. James or Mr. Thompson. Later refer the matter to me to take to the board. However first take the matter up directly with your company officials IN WRITING (TYPE WRITTEN COPIES) AND SEND BY REGISTERED MAIL.

Now the men effected to date of this organization are:

Gulf Coast Lines:

Baggage porters cut 10 cents per hour; track laborers and all common laborers in maintenance of way and around shops and round houses, cut 8½; car cleaners rates will be 2 cents an hour above the rate now paid track men.

Illinois Central R. R.:

Baggage room helpers and mail handlers, cut 10 cents an hour; janitor and elevator men, cut 10 cents an hour; track and common shop labor, cut 8½ cents; hoisting firemen, lamp lighters and tenders, cut 8½ cents an hour. Engine watchmen, fire up men, coal passers, ash-pit men, flue borers, cut 10 cents. Boiler room water tenders and coal passers, cut 6 cents per hour.

Louisville and Nashville:

Baggage and mail truckers, cut 10 cents; janitors, 10 cents; station attendants, cut 5 cents; warehouse store room, stock room team track freight handler, cut 6 cents an hour; all track and common labor around shops and round houses, cut 8½ cents; stationary firemen and engine room oilers, cut 8 cents per hour; boiler room water tenders and coal passers, cut 6 cents.

Frisco System:

All common labor, chore boys, 5 cents; track and shop common labor, 8 cents; engine watchmen, ashpit men and other common round house labor,

10 cents per hour. All classes of regular and helper apprentices and helpers in shops, 8 cents. Car cleaners cut to 2 cents per hour above track labor.

It is important that all members should know this and should accept only the rates ruled by the Board when their roads post notices of cuts. I am mailing out to each local a copy of the decision which will show the reduction for all classes and which should be accepted when offered, since the road will get exactly those rates should they go to the Board.

I am frank to say that under present conditions, when the rates ruled by the Board are applied to our firemen, switchmen and road brakemen there should be no serious complaint since the reduction for these classes are 48 cents a day for passenger firemen and 64 cents a day for freight men, both firemen and brakemen and the same for switchmen. If a common laborer can stand a cut from 8½ cents an hour to ten cents a fireman or a switchman can stand an even eight cent and hour cut. I am still sorry that any cut of common labor or semi-skilled labor was made by the Board but I am convinced that body acted when the welfare of the whole country was taken into consideration.

What I want now is for Atlantic Coast Line men and Florida East Coast men to solidly organize, take the form of contract I gave them and use their opportunity to get a contract. Men do not be tricked by signing for some other organization to represent you. Fifty-one per cent can get the contract so go and get it and ask for the rates ruled by the Board as being just and reasonable.

The next general communication from me will be from Washington, D. C. The mission of my going is known to all who were at Birmingham last month. After June 10th address me care of W. L. Houston, 615 "F" Street, N. W., Washington, D. C., until further notice.

R. L. MAYS,
International President.



MR. OSIE LONG,
of Birmingham, Ala., National Presi-

Labor—1921.

PRESIDENT OF THE NATIONAL FEDERATION OF RAILWAY TRAINMEN ISSUE IMPORTANT CIRCULAR

Times Plain Dealer
A little confidential talk to all locals of the National Federation of Railway Trainmen, by President James, De Quincy, La.
Dear Craft: 2/12/21.

Our newly organized craft is only 30 days old. In my opinion we are doing fine. We have gone too far to turn back or to even stop. We have taken the lead; others must follow. Pledge yourselves to make this the greatest and grandest body of organized men in America. You can do it if you will only try. Make your local 100 per cent. strong; 100 per cent. on the job. Get busy, do with your might what your hearts and hands find to do. We must succeed. We will succeed. Strive to make your immediate local the strongest in the craft. If you will all do this very soon you will all find yourselves 100 per cent. in every respect. All secretaries should pay strict attention to the financial condition of their books; use more time, if necessary, lay off your jobs a couple of days. Do not allow any of your members to become unfinancial on your account. Go to them personally and request of them to report to the secretary. They will know what that means. Insist upon them bringing their financial cards. Always see that the cards correspond with your book. I warn you not to allow yourselves to be caught in a trap as a certain local secretary that I am well acquainted with. Acting as secretary for three different crafts, and when an audit of his books was made it was found that all three crafts were unfinancial. The best the members could get was the figures, the other fellow got the money. I might add, he was also unfinancial. Never allow yourselves to be tempted to appropriate that which belongs to the local for any other purpose than for the local. Bad luck might overtake you as it did the man I refer to and you will be unable to replace what has been used. Remember, honesty is the best policy. All vice president and reginal vice presidents. Get on

Alabama.

the job. I have in the past received several requests asking for information about the labor board. I was unable to give them the information. But I will say this: Men, make no mistake. SUBSCRIBE FOR THE PLAIN DEALER. Through the columns of this reliable news agency you will get all information concerning the railroad world. The management of the Plain Dealer has a way of digging up all railroad news. Every week can be seen something new that has happened in railway circles. I hope to see every member of the N. F. of R. T. a SUBSCRIBER TO THE PLAIN DEALER. Small articles inserted in the Plain Dealer will do much towards keeping us in close touch with each other. Think of it. A MILLION DOLLARS WORTH OF NEWS PER YEAR FOR ONLY TWO DOLLARS AND FIFTY CENTS A YEAR. SUBSCRIBE NOW.

Remember: Every man, woman and child needs a good reliable insurance policy, with a good reliable insurance company. Remember the insurance company that is about to be organized under the leadership of Mr. R. L. Mays, it will be independent of the R. M. I. B. A. But the same hands that has guided the R. M. I. B. I. A. so successfully will be mixed up in some way with this insurance company. In my opinion everything that this great man undertakes is successful. The insurance company will be no exception to the rule. Purchase stock in this good company. Remember the man of the N. F. of R. T. 100 per cent. efficient, 100 per cent. on the job. I will expect to hear something of your local through the Plain Dealer.

Times Plain Dealer
PRESIDENT R. L. MAYS GOES AFTER THOSE WHO ARE WORKING TO DESTROY R. M. I. B. I. ASSOCIATION—DETAILS MANY IMPORTANT ACTS OF MISORDER WORK IN HELPING COLORED RAILROAD MEN.

All members of the Railway Men's International Benevolent Industrial Association are requested to come to Headquarters and learn the inside facts concerning the underhanded methods of certain over ambitious members who for strictly personal reasons are willing and are trying to sell out the members and discredit the officers of the organization by circulating viciously misleading let-

ters to the members as well as by giving misleading statements to irresponsible members of the press.

The International's record of achievement is written and we have it in black and white to show all who are uninformed. We know that from the halls of Congress to the various labor Boards, the activities of this association under its present staff of officers, has been a thorn in the side of the railroad companies and of the Negro debarring white labor unions.

Regardless of what the uninformed might think or our bought up enemies might say the Railway Men's International Industrial Benevolent Association is an organization built to foster and fight for the principle of a square deal for colored railroad men and not to catch members. At every turn the officers of the International have made the fight to secure to our people (1) The right to work; (2) The right to organize; (3) Equal pay for equal work; (4) The right to speak through representatives of the Negro's own choosing; (5) The right to a fair and impartial hearing when disciplined and under investigation.

Again the members are urged to come to headquarters and get the facts on certain men whom we will not honor or advertise by giving their names to the public. We are not driving them out of the organization, although we have evidence enough to do so. We are working on the theory that it is better to keep a disruptionist and an enemy spy under surveillance than to kick them out and let them pose as martyrs. Spies and stool pigeons are in all organizations. We are convinced we have them in the International. We believe we can name the men or some of them. When you hear some one yell about hard names watch the man who yells since always when a brick is thrown in an alley the only dog that hollers is the dog that is hit. We have hit our dog. We want the members to know who they are in order that they might heap upon them the scorn they so richly deserve.

One thing we want everybody to know distinctly and clearly. The International is now and will ever be absolutely against the idea of affiliation with the American Federation of Labor so long as we know, and have affidavits we are now submitting to the Labor Board to prove that the A. F. of L. is enmical in the practices of its railway unions to the industrial wellbeing and economic advancement of the Amer-

ican Negro. We have sat at the United States Labor Board and made the charge and have not been nor could we be refuted by men on the Board who came from high positions in the railway department of the A. F. of L. When men of our own Race of our own organization or subsidized Negro newspaper men or bought up Negro insurance men or any one else white or black either urges or otherwise advocates membership in the powerful A. F. of L. under such conditions, they are guilty of a gross misservice to their Race and to the democratic nation of which the Negro should be and aspires to be an equal part and not a merely tolerated parcel.

There is documentary information of an authoritative and official nature available to all who claim to speak for the Negro and who constantly say what should be done or what has been done. Personal claims amount to nothing. Records accuse or commend all. There is no written record where the American Federation of Labor has done anything for colored railroad men in general or sleeping and dining car men in particular. Facts point to the contrary. A few hand picked Negro organizers who are temporarily paid more than this International Association can afford to pay anybody cannot override the truth nor will any real red blooded Negro man or woman be misled by empty promises of what might be done by our great white brothers of the imminently inactive Hotel Alliance who never yielded a hotel or restaurant to colored men and who never to date have appeared before a labor tribunal in the interest of colored railroad men—who by the way are not hotel workers.

Our position in regards to the American Federation of Labor is clear and consistent. Where that organization has fought to improve the status of labor as a whole and in every fight they make to improve the status of labor as a whole, we are with them and admire them. But when, as in the railway service of the country, the members of the A. F. of L. seek to keep Negroes from enjoying the bettered conditions of labor, then this organization is against the A. F. of L. There is no middle ground. Any Negro in or out of this organization who differs with us is our enemy. If on the inside they should get out. It was and is that kind of men who, in a recent bulletin was referred to as "rats." General Dawes has more specifically called such "damned Rats." I believe the General is absolutely right.

R. L. MAYS.

IS SHOT WHILE WALKING OVER ROAD TRESTLE

Montgomery Advertiser
Citizens From Nearby Mining Camps With Blood in Pursuit of Attacking Party; Officers Ordered to Remain on Search

FATE OF STRIKERS HANGS IN BALANCE

Montgomery Advertiser
United Mine Workers Committee Will Decide Status of Alabama Miners' Organization in National Mine Labor Circles

Montgomery Advertiser
BIRMINGHAM, Ala April 2—Deputy Sheriffs from Bessemer, with bloodhounds, are tonight trying to trail the persons who shot and killed a white miner employed by the Birmingham-Trussville Iron Company on the L. and N. railway trestle over Flat creek near Quinton tonight.

A large number of citizens from nearby mining camps are joining the authorities in their search for the slayers. According to information received by the sheriff's office late tonight, the dead miner was returning home from Quinton where he had gone late in the afternoon to purchase a supply of groceries. He was walking the railway bridge over the creek when a volley rang out and he fell to the ground below mortally wounded.

At a late hour tonight the sheriff's office had been unable to get into communication with the officers in the field, but they were instructed before their departure to remain on the trail until clues to the identity of the murderers had been found.

BOARD ARRIVES MONDAY
BIRMINGHAM, ALA., April 2—The fate of the Alabama division of the United Mine Workers of

over

(From Over)

America is in the balance, according to well informed union officials here tonight.

The organization committee of the International union is to determine that fate during their stay in Alabama. The committeemen will arrive in Birmingham Monday or Tuesday.

They will decide whether Alabama is worth while to the International union or whether the Alabama organization shall be cut off from international support, as the Alabama miners will be after next week.

Indications point to the taking of one of these two positions. Either the International union handling the Alabama and permanently taking hold through the International organization or leaving the fate of mine unionism in Alabama to the unfunded and unguided efforts of the Alabama miners themselves.

This is the impression existing among union officials now on duty in the Alabama district. It is in accordance with the communication of International Representative Van A. Bittner, who has informed the miners that the international would divorce itself from them in 1922, unless by that time they have shown a greater capacity for organization, than has been manifested heretofore.

The officials in charge of the strike indicate their realization that an expenditure of three million dollars in the Alabama district has not advised unionism among the miners here beyond the point where it was before the expenditure of a single cent, and they appear to be asking themselves if this field will permit real organization.

It is not improbable according to the well informed, that the Alabama division of the United Mine Workers of America will find itself under instructions to paddle its own canoe, with its own effort and finances until it shows itself entitled to the financial and moral support of the international organization.

PRESIDENT MAYS ISSUES IMPORTANT LETTER ON FIGHT BEFORE LABOR BOARD.

Times Plain Dealer
The Times-Plain Dealer,
Birmingham, Alabama. 4/9/21
Gentlemen:

I am writing you relative to the fights we have made before the United States Railroad Labor Board, the possible future efforts to be made there and before the United States Congress and to the objects and motives of the same.

As I write this Mr. Bert Jewell of the Railway Department of the A. F. of L. is recessing over Sunday in the midst of his presentation to the board.

Of course the case as being presented by Mr. Jewell and his counsel is the case of labor fundamentally and I hasten to say that we support the contentions of the case in every

particular EXCEPT where certain rules and other things sought by Mr. Jewell are and will be decidedly disadvantageous to the Colored men and women in the services of the railroads of the country.

That the present practices of the shop unions of the railway department of the A. F. of L. which are represented in Mr. Jewell's presentation to the board are viciously inimical to the welfare of Colored men who are now in the service or who might wish to get into the service is a fact which Mr. Jewell himself cannot deny.

If you want personal information, simply go to any of the many railroad shops in the terminal district of Birmingham and inquire of the more enlightened skilled shopmen and they will inform you that under the present practices, to continue the National Agreements will be to eliminate the Colored man from railway employment of the skilled kind entirely.

You have heard me say on many occasions, and I repeat here, whether the railroad men of color themselves realize it or whether our Race leaders are awake to the situation, the fact remains that the present industrial situation facing Colored men in the railway service of the country is the most serious situation at present confronting the whole Race.

Colored locomotive firemen and yard switchmen have long been in a silent and stubborn fight to maintain their positions. Industrial discrimination in its wider and more harmful shape fastened itself on the country and crept south of Mason and Dixon's line with a vengeance when Mr. Walker D. Hines, as Director General of Railroads, signed the National Shop Agreements with Mr. Bert M. Jewell and the representatives of the Railway Department of the A. F. of L. September 29, 1920.

In my last presentation to the Labor Board, Friday, March 18, 1921, I read into the official record sworn affidavits from many cities and by employes on many different railroads to prove the assertions made in our original arguments as presented by Mr. Long, Mr. Eiland and myself on Feb. 8, 1921, and further to substantiate the assertions just made.

Would to God that every shop, round house or switching yard where our people have suffered and are suffering had BEEN ORGANIZED and represented in that glorious opportunity to give direct and fully conclusive and convincing evidence of the things to fight which this Railway Men's International Benevolent Industrial Association dedicates itself!

You remember that I wired you donation of the day's pay I hope to rect from the rooms of the Labor take this fight to the investors and to Board, before Colonel Bugg, of the A. the public which pays the freight and B. & A., had finished his case and to show how the efficiency and economical operation of the railroads of railroad men over my signature, to this country is effected by Industrial seek conferences with their employ-Discrimination against our people. ers AT ONCE and to send me the Again I ask the men to follow men. results. It was not a matter of being granted the conference. It was ment again takes the roads and may-a matter of conforming to the Trans-be under the Plumb Plan which is portation Act, Section 301, on the supported by the Railway unions of part of the employees. I know what the A. F. of L. Well don't you know I am doing. I only ask the men to we have got to be busy at Washing-follow orders instantly I issue them. ton. If you hear of me supporting a To the men who did seek conferences permanent Negro lobby at the Na-according to my instructions, not only tion's Capital, it will be because I am myself but every Colored man in looking ahead and not because of personal friendship of the man best qualified to conduct the lobby-Col. Henry Lincoln Johnson. Yours truly,

R. L. MAYS.

RAILROAD MEN HELD BIG MEET.

Times Plain Dealer
The National Order of Locomotive Fire, the National Federation of Railway Trainmen, held an enthusiastic meeting at Pythian Temple Tuesday night at which time International President R. L. Mays, of Chicago, delivered a forceful address, reviewing the work done by the organization and urging the men to do their full duty. "The success or failure of his organization," said Mr. Mays, "depends solely upon the support it receives from its members. The greatest achievement of the race was the organization of the Negro railroad men. With the loyal support that you men are giving the organization the fight is going to be pushed until every phase of discrimination against Colored railroad men has been battered down."

Mr. E. F. Roberts, fourth vice-president, also spoke, which address was well received.

Commission Disclaims Any Part in Origin of Strike For National Mine Workers' Association 4/10/21

Montgomery Advertiser

(Special to The Advertiser)
BIRMINGHAM, April 9.—Officials of the United Mine Workers of America were made defendants in two damage suits filed in the Jefferson county circuit court late today.

John Dawson and Arthur Whitfield, negro miners who were shot and seriously wounded on March 28, near Pratt City are the complainants. They alleged unlawful conspiracy was entered into by the defendants to prevent them and other employees of the Tennessee Coal, Iron and Railroad Company from mining coal.

The suits are for \$100,000 each. Defendants in these suits are Van A. Bitt-

ner, international representative, William Green, secretary-treasurer of the international organization, John Zimmerman, W. D. Van Horn and John O'Leary and Andrew Watkins, high officials of the international body who have been associated with Mr. Green as a committee representing the international union in formulating a policy in Alabama this week. T. J. Kennamer, president of the Alabama division, William Turnblazer and Robert Gilmore, international organizers and the United Mine Workers of America, a partnership or unincorporated association.

LAST EMERGENCY CALL BULLETIN. 4/30/21

Times Plain Dealer
Birmingham, Ala., April 25, 1921.

To all Members of the N. O. of L. F. and to all members and crafts of the R. M. I. B. I. A.

Greetings:—The convention called for this city on May 5, 6, 7 is an emergency called conference following the Decision of the U. S. R. R. Labor Board.

Since it is necessary for all employees in their interest to submit such things to the various roads as they may see fit for the protection of their employment, each and every local must make the necessary sacrifice and be represented at this conference. Regardless to the financial standing of your local send your delegate even if you are a year behind.

Special to firemen—Send your delegate and come prepared to elect your national officers and to also transact all other business in connection with the Firemen's Convention. We cannot delay action until June without seriously impeding our own opportunity. Consequently, we must hit, and hit now, while the time is opportune. We must move in accordance with the Labor Board's decision. Insist upon all crafts being represented. I want to see every International Local regardless to craft represented in Birmingham on May 5, 6 and 7, 1921.

Yours truly,

OSIE LONG,

National President N. O. of L. F.
THIRD VICE-PRESIDENT E. F. ROBERTS HOLDS CONFERENCE WITH FIREMEN. 6/11/21

Times Plain Dealer
Local 157 of the Firemen's craft held an important meeting Sunday afternoon where the statement given out by National President R. L. Mays was read by Mr. E. F. Roberts, relative to the decision of the Labor Board as it effects the cut in wages to take effect in July. Many important subjects were discussed by those who were present after hearing Mr. Roberts outline the notice sent by Mr. Mays.

Labor - 1921.

Unions & Strikes.

Case of the Colored Freight Handlers

In carrying out the purpose and spirit of Resolution No. 74 adopted by the A. F. of L. convention in Denver, requesting assistance for colored freight handlers in the south in the presentation of grievances to railroad managements, and for the purpose of assisting these workers generally in the work of organization, a conference was held in the Executive Council chamber in the A. F. of L. Building, Washington, July 18, at which an agreement was reached and signed by representatives of the American Federation of Labor, the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, and the interested local unions of colored freight handlers. The local unions in question are unions directly chartered by the American Federation of Labor. The agreement reached in this case brings to a satisfactory conclusion an issue that has been the subject of much discussion and the difficulties of which have been serious. The agreement opens the way to the organization of large numbers of colored workers whom it has hitherto been difficult to reach and assist. The agreement, together with the signatures, follows:

1. That the representatives of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees declare that a plan should be developed that will admit to the brotherhood the colored men and their unions, Colored Freight and Express Handlers, Mail and Baggage Handlers, and other Station Employees, affiliated directly by charter to the American Federation of Labor.

2. That in the interim between now and the decision of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees regarding the acceptance of colored workers and their unions to the brotherhood, the following procedure is approved and should be pursued.

a. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees will take up or cause to be taken up the reductions of wages enforced upon a number of colored freight and express handlers, mail and baggage handlers, and other station employees.

b. That the local unions that are now or that may hereafter be directly affiliated by charter to the American Federation of Labor shall form system boards of adjustment for each railroad system or group of systems consisting of not less than five representatives on each system to act in cooperation with one or more representatives selected by the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, these selections to be subject to the approval of the president of the American Federation of Labor. It shall be the purpose and duty of each representative or representatives to cooperate with each adjustment board in protecting the rights and interests of the colored workers and their unions, parties to this agreement.

It is understood that where the general chairmen or other system officers of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees are now satisfactorily handling the grievances and questions affecting wages and working conditions of the colored railway employees covered by this understanding, such practice will be continued subject to the provisions hereinafter made in Section C.

c. That in accordance with Resolution No. 74 proposed by Delegate Robert E. Burford of Colored Freight Handlers No. 16220, Richmond, Va., which declares that a fund should be created for the purpose of carrying out the objects of the resolution and of this conference, it is agreed that such a fund shall be created in the following manner.

That each local union of colored freight and express handlers, mail and baggage handlers, and other station employees now or hereafter directly affiliated by charter to the American Federation of Labor, shall levy a monthly assessment of 50 cents per month upon each member, which shall be paid at the same time and place to the officer of the local union when and where the regular dues to the union shall be required to be paid; that this 50 cents monthly assessment shall be transmitted in bulk, but in separate monthly report, to the secretary of the American Federation of Labor not later than at the time required for the payment of per capita tax. The secretary of the American Federation of Labor in cooperation with and under direction of the president of the American Federation of Labor shall deposit this money in bank, and in like manner shall make remittances

American Federation of Labor.

from this fund to the boards and the representatives of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees as approved by the said brotherhood, and the president of the American Federation of Labor.

3. In order that this agreement may be put into effect at the earliest possible time President Gompers and the officers of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, are authorized to take all the necessary steps essential for the approval and successful operation of this agreement.

The whole purpose of this agreement and all its provisions is to do everything financially and morally to protect and further the rights and interest of the colored workers during the transition period of their present affiliation to the time when they may become part of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.

(Signed) SAMUEL GOMPERS, *President, American Federation of Labor.*

MATTHEW WOLL, *Eighth Vice-President, American Federation of Labor.*

G. W. EASTY, *Vice Grand President, Brotherhood Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.*

JAS. J. FORRESTER, *Vice Grand President, National Legislative Representative, Brotherhood Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.*

WADE SHURTLEFF, *General Representative, Brotherhood Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.*

WILL SYLVESTER, *President, Colored Freight Handlers' Local No. 17306, Washington, D. C.*

JOE KING, *Corres.-Secretary, Colored Freight Handlers' Local No. 17196, Columbia, S. C.*

JORDON ROGERS, *Local Chairman, Colored Freight Handlers' Local No. 16982, Winston-Salem, N. C.*

WILLIAM CARTER, *Local Chairman, Colored Freight Handlers' Local No. 16381, Baltimore, Md.*

ROBT. E. BURFORD, *Secretary, Colored Freight Handlers' Local No. 16220, Richmond, Va.*

HARRY L. EICHELBERGER, *General Organizer, American Federation of Labor.*

J. W. WORTHY, *General Organizer, American Federation of Labor.*

GOMPERS & COLORED

~~The Washington Guardian~~
UNION OF COLORED FREIGHT-HANDLERS PERMITTED AFTER ACTION OF NATIONAL BODY—SEPARATELY DONE, OF COURSE

Washington, Sept. 24, 1921—At a conference in this city, attended by President Gompers and representatives of the Brotherhood of Railway Clerks, the first system board of adjustment of the Colored freight handlers and station employees of the A. F. of L. was organized.

This conference was the result of declarations by the Denver convention of the A. F. of L. relative to relations between colored workers and the Brotherhood of Railway Clerks. It is believed that the clerks will adjust their constitution along lines suggested and in the mean time the new adjustment board will function on certain railroad systems.

Labor - 1921.

Unions & Strikes

A Few Points

Florida
Spencer, N. C., what are you laughing about? You are not the whole show. There are others. Who said that Philadelphia was not the "City of Brotherly Love?" Take that brick out of his hand. He might throw it.

On March the 7th, St. Patrick's Day, the Colored Longshoremen were denied seats in the Lyric Theatre in Boston. Only in the peanut gallery they were allowed to sit. It is good enough for the Colored man, anyway, that haven't got brains enough to see the N. B. W. of A., a National Negro Labor Union that does not take a white man in it. Then he can not discriminate against us "Hunny Play in your own back yard."

Bert Williams has been signed up for three years contract in "The Pink Slip"—it should be "The Black Slip"—away from his own race and show them up to be what they ain't.

The dishonorable R. R. Moton, of Tuskegee Institute, out Booker T. when he said "We should thank God every day for placing our race alongside that of the whites." Where did he get his make up? He could not "get that way" without it.

Sixty-four of the American Railway Express Company's employes in Macon, Ga., formed a conspiracy to rob the company out of \$1,000,000 in goods. They are all white from Georgia, Tennessee and Alabama—no Negroes among them. Yet that same American Railway Express Company is trying their darndest to get out of paying the Negro Freight Handlers of Jacksonville, Fla., the money that the Government granted to them while the Express Company was under Government control, the increase in wages they have been collecting right along in the form of increased freight rates followed by the Interstate Commerce Commission. They denied the increase to the Negroes who are not trying to rob them, but paid it to the white men who are trying to rob them. That is what the white men call gratitude with vim.

The Civilian Stevedores Local Union No. 1, Atlanta, Ga., seems to be a kind of a "Hot Potato." What do you say T. C.? Gum Shoe all right!

The Coach Cleaners and Baggage Handlers of Jacksonville, Fla., are still in the swim. Come in boys, the water is fine.

The Asphalt Workers Local Union No. 1, of Chicago, is still putting down the black stuff with a vim, the sun is beginning to shine on both sides of the street and old B is still on the job. What about it E. W.?

Look out Newport News. The roll call of honor will take place soon and somebody is going to holler, "How Come It?"

Never mind Charlotts, N. C., you need not wink the other eye. I see you and will feel you too pretty soon.

Mr. John Golden, International President of the "United Textile Workers of America," affiliated with the A. F. of L., said in his "Open Shop" diatribe in the Teamsters and Chauffeurs, Stablemen and Helpers Journal of April that the Chamber of Commerce, Board of Trade, and the Bankers Association backed up by the Prejudiced Public Press is responsible for the open shop propaganda. Of course he did not fail to mention the Manufacturers Association and the Employers Association as well. We heartily agree with Brother Golden but don't you think that you are "Disturbing the Boat" when you stop to think that your Sammie is a member of the Chamber of Commerce and the president of the A. F. of L. also. At least I have never seen it denied in print though I have often seen it charged in print. Take a tip, you will be charged with "Borrowing from within" pretty soon if you keep that up.

HOW BIG BUSINESS DEALS WITH ORGANIZATIONS THAT MEAN SOMETHING TO ITS MEMBERS
not. Brotherhood Worker

Mack Wilson and Eddie Kettles, members of the National Brotherhood Workers of America, who worked in the capacity of Train Announcers in the Jacksonville Terminal Station several years prior to and during the period of the World War, notwithstanding the fact that during the war period when the market was short on labor in the North and long on labor in the South due to the mobilization of able-bodied men for service in the army and to all labor in the South the "Dollar Patriots" (who were profiteering in the production of munitions and other necessities for carrying on the war) offered fabulous wages to the Negroes to come North. The above mentioned young men stuck to their post of duty and from recommendations from some of the very best white, as well as colored citizens of Jacksonville, Fla., their service was unequalled for politeness and accuracy in the discharge of their duty. The successful winning of the war required the Government to take over the railroads while these various railroads and terminals were under Federal control. A Railroad Labor Board was appointed by the President through an act of Congress and confirmed by the United States Senate. This Railroad Labor Board fixed a scale of wages to be paid to all branches of the railroad industry irrespective of race, color or nationality, and especially so defined it in what is known as General Order No. 27 issued under the directions of the then Director General of Railroads McAdoo. When increases in wages

were granted by the said Railroad Administration the Negroes in general were being left out in the cold as far as the increases were concerned. The officers of the National Brotherhood Workers of America got busy on the job to intercede for the members of their organization and incidentally all the Negroes working in the railroad industry were interceded for with the result that over four million and a half dollars was paid out to the Negro employes. But for the audacity of the Negro organization, known as the National Brotherhood Workers of America, interceding on the behalf of Negroes, every known member of that organization was left in the cold and denied the increases that others were given and when the above mentioned young men demanded their back pay after the roads were taken over by the private operators they were dismissed from the service in direct contradiction to their agreement with the government in assuming control. These men were told that it was too much money to pay to a Negro. White men were employed in their places. This evidently was done to discredit the only organization that meant anything to the Negro and had proven to be so by the stand that was made for all Negroes engaged in the railroad industry. Their cases have been brought before the Railroad Labor Board for adjudication and they have manifested a desire to side-step the issue by passing an order to abrogate all claims and agreements defining working conditions after July 1st, 1921. The National Brotherhood Workers of America is purely a Negro Labor Organization based upon the principle of RACE SOLIDARITY and an injury to one becoming the concern of all and are therefore duty bound to carry this case to the last court of appeals in order to obtain justice for the members if need be. Hence this case above mentioned is before the Railroad Labor Board and will be thrashed out successfully. Industrial justice is the thing we stand for. Our organization will fight only along legitimate lines and no other. We are true Americans and are opposed to all un-American tactics whether practiced by big business or little business.

The freight handlers working for the American Railway Express Company at Jacksonville, Fla., have also been denied their increase in wages granted by the Federal authorities while in the control of that industry, notwithstanding the fact that they prayed to the Interstate Commerce Commission of the United States to grant the right to increase the freight rate to meet the increase in wages made by the ruling of the Railroad Labor Board. This prayer was granted.

The American Railway Express Company after being given the right to increase their freight rate, have persistently refused to pay

the wages granted by the Railroad Labor Board to the Negro Freight Handlers who have remained more loyal to the company than any other set of employees in their service. These are the Negroes that belong to the National Brotherhood Workers of America. It should be obvious to anyone that this insidious trick was done purely for the purpose of discrediting the organization, to which they belong, and cause them to become disgusted with union organizations and place the men in a position that will permit the American Railway Express Company to use them as they see fit and pay them starvation wages. The company knows full well that without organization the freight handlers will always be at the mercy of the company to exploit them as they see fit and as individuals they will be unable to protect themselves.

This case also will be taken up with the Railroad Labor Board for adjustment.

Labor - 1921.

Unions & Strikes STEVE ROBINSON WRITES ON CONDITIONS OF COLORED RAIL- ROAD MEN AND THE RACE

Birmingham, Ala., June 20, 1921.
Mr. Henry F. Rnold.

Dear Editor:

James P. Plain Dealer
With pleasure, delight and inspira-
tion I take the time and pleasure to
write in the interest of the craft
and the entire race. I am sorry to
say but the craft is unaware of what
is on the trussel board of time to be
worked out by the dark race in the
United States of America. Our great-
est trials are just ahead. We are be-
ing taken advantage of from every
angle through the secret chain of or-
ganization. We as a race can not or-
ganize even for lawful purposes be-
cause so many of us are living on
the outside of civilization. Supersti-
tion and skepticism have worked a
hardship on the entire race for a
long time. For the first time in the
history of America airplanes were
used in the Tulsa race riot to de-
stroy our people. There are more
white criminals going around unpun-
ished in America than anywhere else
in the world. The whites are al-
lowed to do anything that they are
big enough to do, right or wrong, just
or unjust, whereas the Negroes have
no rights at all. The Southern dally
press have done us more harm than
all the wars we have fought in, in
America. The sufering of Job was
nothing to compare with the suffer-
ing of the Negroes in this country.
Wherever we show signs of progress,
whether on the railroad or in the
factories, railroad shops or in the oil
fields, saw mills or wwhat not, our
lives and wealth are at stake because
we have no protection from the law.
The best and most respected mem-
bers of the race are held responsible
for the crimes committed by the sav-
ages in the race. This is a new
thing under the sun; can we find a
remedy? Can we find a good rem-
edy? There is a dark chasm just
ahead of us and the golden gates.
The question is, can we bridge this
chasm or excavate below? This calls
for counsel of the highest ordedr.
The intense hatred in the hearts of
the majority of white men is mul-
tiplying every hour in the day. The
death like struggle between us seems
to have no bearing on the govern-
ment at all. Oh, Lord, how long are
we to travel under this burden with
no aid in sight? The crimes of our
ancestors must have been great way
back down the line of time for us

to have to suffer so now. However,
we are not discouraged; we now
turn our attention to the scripture:
Romans 8th chapter and 31st verse.
What shall we then say to these
things: "If God be for us, who can
be against us"? The question is,
will we pray for the prize? Can we
afford to do less? Again we call
your attention to Revelation, 6th
chapter and 4th verse: "And there
went out another horse that was red
and power was given to him that set
thereon to take piece from the earth
and that they should kill one another
and there was given unto him a
sword." I believe we are passing
through this period of time. Our
forces are living in close proximity
with the prince of darkness and in-
haling the infernal fumes from be-

low. There can be no change for the
better while this condition lasts in
this country. Will close by saying
that we cannot afford to take down
the flag.

STEVE ROBINSON,

National Treasurer, Member

Board of Directors.

424 3rd Ave., Birmingham, Ala.

FIELD ACTIVITIES OF THE R. M. I. B. I. ASSOCIATION FROM VARI- OUS LOCALS OF THE U. S. A.

Chicago, Ill., June 23.—Secretary R.
C. Wright reports a greater number
of new members joining in the past
several weeks than at any time since
the last convention of the Internation-
al Association. Interest in Chicago
particularly has greatly revived after
the hard fights of three of the local
presidents resulted in the securing of
contracts for the first time in history.
President Emery, of Local 62, of the
Pennsylvania System Lines West, suc-
ceeded in saving his men the sum of
\$84 a year per man by fighting the
management down to a five dollar cut
rather than a twelve dollar cut in the
wage as proposed.

Waco, Texas, June 23.—It is under-
stood that the local men formerly con-
nected with the American Federation
of Labor in the gining car service
have made a move to affiliate with the
R. M. I. B. I. A. because of the activi-
ties of that organization among the
many crafts of colored workmen. The
men claim they have gotten nothing
from the A. F. of L. to date.

Jacksonville, Fla., June 23.—Sol Jor-
dan of the local firemen has finally
delivered his fellow workers in the
Jacksonville Terminal Yard service,
who have formally applied to Chicago
for a local charter of the transporta-
tion craft.

Alabama.

Chicago, Ill., June 23.—The North
Western Federation of Colored Wom-
en's Clubs which meets in bi-enniel
session at Phoenix, Arizona the latter
part of July, has invited President R.
L. Mays to address that body on "The
Value of the Colored Railroad Work-
er to Race Development." The Gov-
ernor of Arizona and his wife have
agreed to appear on the program.

Wellsville, Ohio, June 23.—Mr. E.
Redmon, the only colored switchman
working at this point, made a special
trip to Chicago Saturday in order to
attend an important local meeting.
When a man travels 446 miles to at-
tend a local meeting the best one can
say is that he is mightily interested
in an organization.

Chicago, Ill., June 23.—Indications
at this early date point to a heavy
attendance to the International Con-
vention the fourth Tuesday in Septem-
ber. Local auxiliaries of the ladies are
planning to royally entertain the vis-
iting ladies and are hoping that the
long delayed trip of the International
President to the locals will result in
a half hundred new ladies in attend-
ance on the Grand Auxiliary meetings
which soon should be called by the
Grand Auxiliary President. The la-
dies of Auxiliary No. 26 gave an en-
tertainment the first Monday of the
month and donated over \$28 to the as-
sociation out of appreciation of the
fine fight made in the interest of their
husbands by the International and of
the courtesies shown the Auxiliary by
the International officers.

New Smyrna, Fla., June 23.—Color-
ed locomotive firemen of the Florida
East Coast Railroad went to sleep and
failed to heed the special warning
rushed them by President Mays and
as a consequence enough of them sign-
ed for the engineers committee to
represent them at the contract making
to have a contract none are satisfied
with.

Chicago, Ill., June 23.—The attitude
of certain general managers of the
West has been in part responsible for
keeping President Mays at his desk.
But a decision of the Labor Board de-
livered Saturday, the 18th, forces the
hand of the hard boiled gents who
sought to squirm out of making con-
tracts with their men where they had
a clear majority. In the meantime
Mr. Mays warned two of the roads
that on May 20th he would partially
report progress of negotiations to the
Labor Board and would make a final
report at two o'clock May 28th. The
ruling of the Board is to the effect
that any road refusing to meet a ma-
jority of any craft for the purpose of

negotiating a contract will not have
the wage reduction order applied to
that road but will continue to pay the
present rates until a conference or
conferences have been held and al
matters possible of adjudication prop-
erly considered.

Labor Board Special, Chicago, Ill.
June 23.—New rules for the grouping
and reclassification of all railroad em-
ployes were issued by the Board this
week under the approval of the Inte-
State Commerce Commission. The
purpose of the rules is to properly
furnish information relative to the du-
ties, the compensation and hours of
service of each and all classes of
carrier employes. With this statistic-
al data on hand the Commission and
the Labor Board can more intelligent-
ly and scientifically function in the
making of rates and the regulation
of wages on a just and reasonable
basis. Under the rules each road
must file under oath the number of
employes on the rolls each month and
the hours of service and compensation
of every man. The rules were pre-
pared by the Board and approved by
the Commission. Fifty copies will be
furnished the R. M. I. B. I. A. accord-
ing to a letter to Mr. Mays from
Secretary C. P. Carrithers of the
Board.

Important!

The National Agreements effecting
the so-called railway shop unions will
be the only ones abrogated as they
stood on July 1st. Engine and train
service employes agreements are not
effected by the abrogation order of
June 1st, according to an opinion of
the Board rendered last week. That
does not mean that rates of pay will
not be effected as predicted in these
dispatches of week before last.

Montgomery, Ala., June 23.—Secre-
tary William Rollins, of local No. 74,
reports his local under a new presi-
dent and assures all concerned that
the local will be present and voting
at the great Chicago Convention in
September.

ORGANIZATION AND EFFICIENCY THE THEME OF COLORED RAIL- ROAD MEN AT THEIR JOINT MEETING SUNDAY AFTERNOON.

Times Plain Dealer
"Organization and Efficiency" was
the theme of the speakers of the sev-
eral crafts at the conference Sunday
afternoon where a crowd of the lead-
ing spirits in the R. M. I. B. I. As-
sociation addressed the L. & N. and
other employes who came to the meet-
ing to become acquainted with the de-
cisions handed down by the United
States Labor Board.

Among the leading men who attend-
ed the meeting were: Messrs. Jack
Thomas, George Ladner, E. F. Roberts,
A. B. Thomas, John Henry Eiland, of
Memphis, Tenn., W. J. McMillian, J.
Q. Thompson and all of the officers of
the various locals.

FRISCO ASST. SUPT. IN STIRRING ADDRESS BEFORE LOCAL R. R. MEN

Drops Them Many Valuable Pointers
Towards Success—First Railroad
Official to Address Men When
There Was No "Crow to Pick."

Time Plain Dealer
By Louvain Roberts

Birmingham, Ala., July 17.—The
railroad men of the Birmingham Dis-
trict of the R. M. I. B. I. A. held
an enthusiastic meeting in the old
K. of P. Hall, Second Avenue, Sun-
day at 4 o'clock. Mr. F. C. Gow,
Assistant Superintendent of the Fris-
co Railroad, made the principle ad-
dress, a stirring appeal for unity and
efficiency. The occasion was one
of some mark because it is the first
time an official of the railroad has
faced te men when there was no
trouble in the leeway. Only when
wires were crossed and there was
a "crow to pick" have the officials
met with the Colored men. Mr. Gow
came to the men with an open heart
and spoke from it in praise and ad-
vice. Among the many things of
fundamental importance he said:

"You must organize to do better
work in order hat you may be recog-
nized through your services. That
the white men ary trying to get you
off the roads is no new thing to you.
The thing you will have to do is to
show the officials of the road that
you are capable and can do as much
or more, and are better prepared
than the whites.

"What are you doing with your
money?" he put to the men. "You
make as much as the white men
doing the same class of work, yet
you annoy the company with garnish-
ments and assignments. I do not
say that we are not annoyed also
by a majority of whites, but as I
talk to you I metion some of your
deficiencies. I want you to be one
hundred per cent efficient along
these lines as that of labor. You
must get away from garnishments
and assignments or else the com-
pany cannot maintain your service."

Speaking of efficiency, he added:
"Educate your men o know their
work. I like to see a colored man

on the head-end of a train, but to be a head-end brakeman he must know enough about the job not to ask the conductor everything to be done. Educate yourselves in such a way that your merits will count.

From what Mr. Gow said, colored men were not worked on the division, and although the Frisco once bore the name of one hundred per cent Jim Crow, through such men as Mr. Gow, and the untiring efforts of the colored employees at the head of the railroad men, much has been accomplished in getting the road down to a square deal.

"I had often wondered why the colored men were treated as they were on the roads," mentioned Mr. Gow. "But since coming here I have found out that the colored men have mistreated themselves by not organizing. They were not together, and one would talk about the other. When you are organized, stay organized and your color will not hinder your progress at the Labor Board. I like colored men, the officials like the colored men, and your work is our success. If you fail, I fail. And finally, get organized and educated."

The men were generous with their applause of Mr. Gow. The meeting was a success, due in a great part to the warm, ringing remarks from the assistant superintendent.

RAILROAD MEN HOLD JOINT CONFERENCE WITH CRAFTS SUNDAY AFTERNOON; MANY OUT OF TOWN MEN HEAR SPEAKERS TELL OF GREAT GOOD THAT R. M. I. B. I. ASS'N IS DOING

JOINT MEETING OF TRAINMEN AND ALL CRAFTS OF THE R. M. I. B. I. ASSOCIATION HELD SUNDAY AFTERNOON, JUNE 5TH, IN PYTHIAN TEMPLE BUILDING.

Times-Plain Dealer 6/5/21
A joint meeting of the Trainmen Craft and all Crafts of the R. M. I. B. I. Association was held in the Pythian Temple Building Sunday afternoon, June 5th. Men from Decatur and other adjoining cities came to hear the leading spirits of the locals discuss the various problems which confront them daily. Mr. E. F. Roberts, grand organizer and third vice-president of the R. M. I. B. I. Association, was the principal speaker of the evening and detailed at length the many perplexing problems which confront the men. Mr. Roberts spoke as follows:

"You know that I am proud of this opportunity of speaking as I have given all of the energy and time that I possess to promote this organization. I still hope and labor for the organization, and I see the great fruits of the work of my associates. I want you men to know that there are men in this district who are parasites who are receiving help from the work that we are doing.

"They should join us and help us win our battle. Mr. R. L. Mays, in Chicago, is doing great work for us and we all should join in and back his efforts. This organization has done great work in the past and will continue to do great work in the future. Mr. Mays is a man of sterling character and great ability. Are we going to back his efforts or are we going to stand behind him like dumb animals while he fights? We are now at the place where we can get a hearing, but we must be organized in order to do much fighting."

Mr. John Eiland, president of the C. R. T., who is a national figure in the railroad world, paid the men a visit during the session. The house was crowded to its capacity with men from all of the different roads in the city. Mr. E. F. Roberts told of black hand letters which are being sent to the men in order to frighten them from working on the various roads throughout the South.

John Henry Eiland Speaks.

Mr. Eiland spoke as follows:

"We are passing through a great crisis and we must use good judgment, and we will win when the smoke clears away. We must consider that discrimination cannot last for all times. The hostile organizations cannot hold their power for ever. Unite in spirit and mind and resolve that we are going to win the battle."

Mr. Eiland paid his respects to Mr. Mays who has been so active in helping to win the battle for colored railroad men. He told of the tasks which have been placed upon colored railroad men on some of the roads in the South to hold their jobs.



MR. R. L. MAYS,
International President of the R. M. I. B. I. A., who has won an enviable reputation from his activities as a leader of men.



MR. E. F. ROBERTS,
National Organizer of the R. M. I. B. I. Association. Mr. Roberts is touring the South in the interest of the order and is setting up locals in each and every city. Mr. Roberts is called the "Globe Trotter" of the R. M. I. B. I. Association.



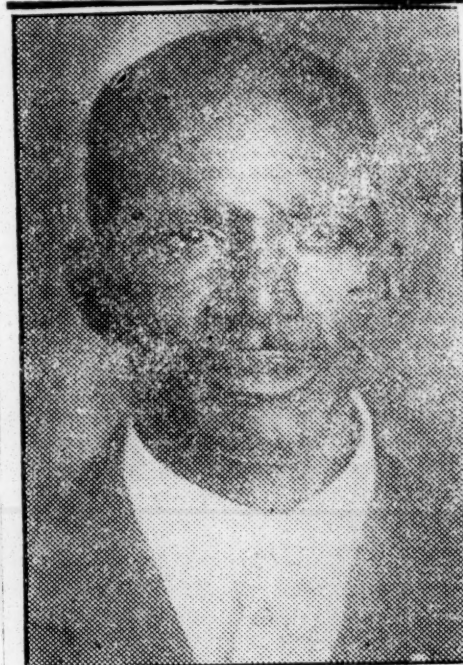
MR. A. B. THOMPSON,
President of Shopmen Craft of the R. M. I. B. I. Association.



MR. MONROE JAME,
Of DeQuincy, La., National President and Corresponding Secretary of the National Federation of Railway Trainmen.



MR. STEVE ROBERTSON,
National Treasurer of the National Order of Locomotive Firemen.



MR. JACK THOMAS,
General Organizer for the R. M. I. B. I. Association.

Labor - 1921.

Unions & Strikes.

A. F. L. TO KEEP OUT OF POLITICS AS GOOD POLICY

Executive Council of Federation Will Continue to Be Sympathetic Toward Democrats.

N. Y. C. CALL
MAY 15, 1921
TO BOYCOTT RUSSIA

Gompers Hopes That Denver Convention Will Be Satisfied With High Council's Report.

(Special to The Call.)

CINCINNATI, May 15.—"The non-partisan political program of the American Federation of Labor has been a success, and all that is needed is a wider application of it to more adequately reward friends and punish the enemies of organized labor."

This in substance is the report adopted here by the executive council of the American Federation of Labor in its summary of the year's progress in political matters since the Montreal convention of the federation.

It is part of a voluminous summary of questions including that of international labor relations that the executive council decided at its session here, and will submit immediately for consideration and approval to the delegates to the next convention of the federation, which will convene in Denver on June 13.

That the federation would not abandon its old-time practice in avoiding independent labor political action and would continue to act as an ally of the Democratic party nationally, was a foregone conclusion, since there has been no change in personnel of the leadership and Gompers' control of the executive council is as firm as ever, despite the tremendous political defeat that the Democratic party suffered in the national election.

See a Silver Lining.

Spokesmen for the executive council see a silver lining among the clouds on the murky political horizon, for they say that the recent elections in New Jersey cities show that the Democratic voters are coming back to the fold. It is also asserted that the Farmer-

Labor party, which was regarded as an important contender with the Gompers faction, is negligible this year.

The final approval was also given to Gompers' act of withdrawing the federation from the International Federation of Trade Unions, known as the Amsterdam International, for leaning toward Socialism. The policy of the federation to continue the boycott of Soviet Russia also won the approval of the executive council.

In this the federation's policy is in support of the present Republican administration as it was in favor of the policy of Former President Wilson.

A more practical matter was the consideration offered to a plan to bring the Brotherhood of Locomotive Engineers and the Brotherhood of Locomotive Firemen and Enginemen into the federation, despite the jurisdictional controversies that have raged as a result of claims made by the Amalgamated Association of Street and Electrical Railway Employees to control electrical railway workers.

It was also decided that owing to the failure of the Brotherhood of Railway Clerks, Freight Handlers and Station Employees to give Negro workers equal rights with whites, the federation would issue Federal charters to local unions of Negro railroad workers wherever separate unions were necessary.

At the conclusion of the session President Gompers said that the report of the executive council was ready for the convention.

"The report will be constructive as well as critical," he said. "It will deal with big questions. It is satisfactory to the entire council, as I trust it will be to the convention."

The attack on labor by the "open shop" employers' groups constitutes a large section of the report adopted.

One of the topics discussed was changing the convention week from June back to the fall as in former years.

A. F. L. TO BACK, BUT NOT START, 6-HR. DAY STEPS

NEW YORK CITY RECORD
JUNE 25, 1921

Will Support All Short Day Efforts of Its Constituent Bodies

UNIONS ARE SELF-GOVERNING

Printers' Union Endorsed in Their Fight for 44-Hour Week

American Federation of Labor CALLS SEX AND RACE PARLEY

Will Endeavor to Eliminate All Sex, Color and Religion Restrictions

By MATTHEW WOLL
Vice-President American Federation of Labor

Denver, Col., June 24.—With the election in the background holding deep interest for Saturday, the American Federation of Labor Convention today continued the work of acting on questions of principle and policy—the bedrock work of all such conventions.

The most important action of the day dealt with the shorter workday. The convention had before it two resolutions—one relating to the 44-hour issue in the publishing industry, the other to the six-hour day for industry in general. The action on these two questions illustrated to a high degree the general attitude of the trade union movement toward the whole field of economic issues.

Condemns Printing Employers.

In the 44-hour week issue the convention was emphatic in voting its condemnation of the action of the employing commercial printers for their violation of an agreement. This agreement, reached between the printing trades and the organized employers, was violated, the convention found, by the employing commercial printers.

While the convention sustained the printing trades unions in their 44-hour fight, it refused emphatically to endorse the six-hour work day as a general proposition. What the convention did hold—and there is an important distinction—was that the American Federation of Labor would support any affiliated organization in an effort to shorten the workday.

A. F. L. Will Not Take Initiative.

This means that the federation cannot take the initiative in any general campaign to shorten the work day, but that it will support any organization which, for its own members, takes the initiative in its own field.

The printing trades took the initiative, became the victims of violation of agreement, and have been given the support of the federation.

This action of the convention in supporting the printing trades' union marks a new epoch in trade unionism and demonstrates clearly the determination of the American labor movements to maintain contractual obligations involved in trade union collective agreements.

The federation grants autonomy to its affiliated bodies. Thursday it refused to restrict this autonomy and today's action followed the same line.

Color and Sex Restrictions.

Another question of moment was that relating to color and sex restrictions. By voluntary action these questions are being settled. While most organizations have eliminated restrictions relating to race, sex or religion, a small number still have some of these restrictions. In an effort to finally eliminate all restrictions and reach full equality in every direction, the convention ordered that within 90 days a conference be called for that purpose. The whole develop-

ment of American labor has been through voluntary action, and the principle was today again splendidly vindicated.

Nothing that has yet transpired has given any indication of a departure from the fundamentals long associated with American organized labor, and the course thus far followed is likely to characterize the brief period of deliberation remaining.

EQUAL RIGHT FOR WOMEN IS REJECTED

American Federation of Labor Rejects Amendment Giving Women "Equal Rights and Privileges," But Urges No Discrimination

COLOR LINE RETAINED BY LARGE MAJORITY

Effort to Force Recognition of Negro Union Cards and Suspend Locals Discriminating Against Negro Workers Overwhelmingly Defeated

6/25/21
Montgomery Advertiser

DENVER, June 24.—The convention of the American Federation of Labor today voted down a constitutional amendment designed to give women "equal rights and privileges of membership in the union of their trade or industry." All affiliated unions, however, were urged not to discriminate against the woman wage earner and admit her to membership.

Efforts to wipe out the "color line" in organized labor organizations also failed. The convention took the stand that national and international unions could not be compelled to recognize negro workers, and that this was a matter to be adjusted by conferences between the negro wage earners and the various organizations.

Both questions were the subject of long and stormy debates in which discrimination by certain unions against the negro and woman wage earners

was bitterly denounced.

The committee's report rejecting the constitutional amendment to give women "industrial equality" defended the federation's stand on women in industry and cited efforts to get better wages and working conditions for them.

It declared that only a few unions were discriminating against women and for that reason disapproved the amendment and urged that those "national and international organizations which do not admit women to membership give early consideration for such admission."

Equal rights for women in industry was voiced by delegates from the cigar makers and the laundry workers' union, who declared "if a woman does a man's work she should receive a man's pay." All declared that organized labor should protect the women wage earners.

W. D. Mahon, president of the Amalgamated Association of Street and Electric Railway Employees of America, declared that his organization would not allow the federation to dictate to it in the matter of woman's labor. He said he was in favor of protection for women workers but he did not believe that the "back platform of a street car was the place for a woman."

The defeated constitutional amendment would have provided for the issuance of a separate charter by the federation to a woman's local without the consent of the union having jurisdiction over the particular trade.

The negro question arose on the report of the committee on laws, which disapproved a resolution calling for the suspension of unions that discriminated against negro workers. The committee, however, was upheld by overwhelming vote.

Replying to a question from the floor as to whether it was possible to force any affiliated union to wipe out the "color line" President Gompers said:

"The American Federation of Labor has previously declared that it is the duty of all workers to organize regardless of sex, nationality, race, political belief or color."

"The Federation, however, cannot force this view upon individual or affiliated unions without their consent."

Jordan W. Chambers, negro delegate of the railway coach cleaners of St. Louis, declared that conferences between members of his race and the unions had been ordered at previous conventions but never had been held, and urged drastic action to compel recognition of the negro workers.

Union labor organizations of Wheeling, West Virginia, were voted assistance of the federation in fighting a court injunction served on them yesterday. A telegram read to the convention said none of the attorneys of Wheeling would consent to represent the union in their court action.

The telegram said that an employers' organization had obtained an injunction restraining virtually all trades unions of "Wheeling" from holding meetings, congregating on the streets, in public meeting places or in rooming houses because of a building trades strike now in progress. The unions, members, employees and offices were also enjoined from interfering with any member of the employing organization, its patron or prospective patrons, the telegram said.

A. F. L. VOTES DOWN EQUALITY OF WOMEN

Denver Convention Also Re-
fuses to Force Unions to
Admit Negroes.

SIX HOUR DAY DEFEATED

Gompers and Lewis Both Con-
fident of Election in

Battle To-day.
NEW YORK HERALD
JUNE 25, 1921

DENVER, June 24.—The convention of the American Federation of Labor to-day voted down a constitutional amendment designed to give women "equal rights and privileges of membership in the union of their trade or industry." All affiliated unions, however, were urged not to discriminate against the woman wage earner and admit her to membership.

Efforts to wipe out the "color line" in organized labor organizations also failed. The convention took the stand that national and international unions could not be compelled to recognize negro workers, and that this was a matter to be adjusted by conferences between the negro wage earners and the various organizations.

The action of the executive council in repudiating and severing relations with the International Federation of Trades Unions was sustained to-night by an overwhelming vote.

It was declared that only a few unions discriminated against women, and therefore the body disapproved the amendment and urged that "those international and national organizations which do not admit women to membership give early consideration for such admission."

Women's Champions Arise.

Equal rights for women in industry was voiced by delegates from the cigar-makers and the laundry workers unions, who declared "if a woman does a man's work she should receive a man's pay." All declared that organized labor should protect the women wage earners.

W. D. Mahon, president of the Amalgamated Association of Street Railway Employees, declared that his organization would not allow the federation to dictate to it in the matter of woman's labor. He said he was in favor of protection for woman workers, but he did not believe that the "back platform of a street car was the place for a woman."

The defeated constitutional amendment would have provided for the issuance of a separate charter by the federation to a woman's local without the consent of the union having jurisdiction over the particular trade.

Replying to a question from the floor as to whether it was possible to force any affiliated union to wipe out the "color line," President Gompers said:

"The American Federation of Labor has previously declared that it is the duty of all workers to organize, regardless of sex, nationality, race, political belief or color.

"The federation, however, cannot force this view upon individual or affiliated unions without their consent."

Negro Delegate Protests.

Jordan W. Chambers, negro delegate of the railway coach cleaners of St. Louis, declared that conferences between members of his race and the unions had been ordered at previous conventions, but never had been held, and urged drastic action to compel recognition of the negro workers.

To union labor organizations of Wheeling, W. Va., were voted assistance of the federation in fighting a court injunction served on them yesterday.

The convention unanimously rejected a proposal by the Central Labor Council of Seattle for a nationwide campaign to establish a maximum six hour day and abolish all overtime in industry.

The convention called upon President Harding to investigate the strike riots at the Standard Steel Car Company, Hammond, Ind., in September, 1919, and to fix the responsibility for the "issuing of guns" and the death of four steel car workers.

Both candidates—John L. Lewis and Samuel Gompers—were equally confident to-night of winning the presidency of the federation to-morrow. Their supporters were winding up to-night one of the hottest political campaigns ever waged in the history of organized labor.

Working for Big Battle To-day.

Throughout the day electioneering raged on the floor of the convention. Time and time again the proceedings were interrupted by caucusing of delegates. Protests were made to Gompers that steps be taken to keep order.

Once Gompers warned organizers of the federation to stay off the convention floor and not attempt to do any electioneering. He ruled also that delegates must keep their seats, but this order was not generally obeyed.

The Lewis supporters said they had made gains and had sufficient votes to elect the mine workers' chief by several thousand majority, while the Gompers boomers asserted that the veteran labor leader "would win easily."

A split in the ranks of the miners' delegation threatened to deprive Lewis of 1596 votes, as it was announced to-night by Frank Farrington, president of the Illinois district, that neither Alexander Howat of the Kansas district, nor Robert Harlan of the Washington district, would vote for Lewis.

WASHINGTON D. C. STAR
JULY 29, 1921

A. F. OF L. TO AID NEGROES

Organization Will Assist Freight
Handlers With Grievances.

Announcement that it had undertaken to aid negro freight handlers in the south in organizing and in the presentation of their grievances to railroad managements was made to-day by the American Federation of Labor.

The promise of assistance, which will be extended until such time as the negro unions may be admitted to membership by the railway brotherhood, including freight handlers, was given, it was said, as the result of recent conferences between representatives of the brotherhood and the interested negro unions.

ORGANIZED LABOR FALLS DOWN
Although the American Federation of Labor reelected the veteran Samuel Gompers as president at the annual

convention held at Denver, by a two thirds vote, the convention failed to make good its stand of last year against the color line in labor organizations. When efforts were made to wipe out the color line, the convention took the stand, according to the press dispatches, "that the national and international unions could not be compelled to recognize Negro workers, and that this was a matter to be adjusted by conferences between the Negro wage earners and the various organizations."

The convention also voted down a constitutional amendment designed to give women "equal rights and privileges of membership in the Union of their trade or industry." All affiliated unions, however, were urged not to discriminate against the woman wage earner and admit her to membership.

Other incidents relating to the color proposition were reported as follows:

Jordan W. Chambers, Negro delegate of the railway coach cleaners of St. Louis, declared that conferences between members of his race and the unions had been ordered at previous conventions but never had been held, and urged drastic action to compel recognition of the Negro workers.

Replying to a question from the floor as to whether it was possible to force any affiliated union to wipe out the "color line," President Gompers said:

"The American Federation of Labor has previously declared that it is the duty of all workers to organize regardless of sex, nationality, race, political belief or color.

"The federation, however, cannot force this view upon individual or affiliated unions without their consent."

According to the above interpretation, the pronouncement of the Federation relating to race was purely in the way of moral suasion, without teeth to enforce its active adoption. How long it will require before its effect becomes felt in practical operation is a question. Still, even this scant measure of consideration should be welcomed as a step gained, with the hope that organized labor may in the near future rise again to greater heights.

14 COLORED DELEGATES AT A. F. of L.

Denver, Colo., June 29.—Fourteen colored delegates from all sections of the country at the annual convention of the American Federation of Labor here, fought for the Chamber's resolution, demanding that the word "white" be eliminated from all constitutions of national or local organizations. Among the delegates were J. W. Chambers, St. Louis; William Sylvester, Washington; William Carter, Baltimore; Frank M. Phaire, Philadelphia; R. E. Buford, Richmond.

WOMEN AND NEGROES 10,000 NEGRO WORKERS ORDERED INTO UNIONS.

DENIED RIGHTS IN A. F.

Wilmington Advocate 7/2/21

Denver, June 28.—The convention of the American Federation of Labor to-day voted down a constitutional amendment designed to give women "equal rights and privileges of membership in the union of their trade or industry." All affiliated unions, however, were urged not to discriminate against the woman wage earner and admit her to membership.

Efforts to wipe out the "color line" in organized labor organizations also failed. The convention took the stand that national and international unions could not be compelled to recognize Negro workers, and that that was a matter to be adjusted by conferences between the Negro wage earners and the various organizations.

Both questions were the subjects of long and stormy debates in which discrimination by certain unions against the Negro and woman wage earners was bitterly denounced.

The committee's report respecting the constitutional amendment to give women "industrial equality," defend the federation's stand on women in industry and cited efforts to get better wages and working conditions for them.

It declared that only a few unions were discriminating against women and for that reason disapproved the amendment and urged that "those international and national organizations which do not admit women to membership give early consideration for such admission."

Equal rights for women in industry was voiced by delegates from the Cigar-makers' and the Laundry Workers' Unions, who declared "if a woman does a man's work she should receive a man's pay." All declared that organized labor should protect the women wage earners.

W. D. Mahon, president of the Amalgamated Association of Street Railway Employees, declared that his organization would not allow the federation to dictate to it in the matter of woman's labor. He said he was in favor of protection for woman workers but he did not believe that the "back platform of a street car was the place for a woman."

The defeated constitutional amendment would have provided for the issuance of a separate charter by the federation to a woman's local without the consent of the union having jurisdiction over the particular trade.

The Dallas Express
Memphis, Tenn., Oct. 18.—Ten thousand and Negro employees in Southern Railway shop centers, including Atlanta, Birmingham, Dallas, Little Rock, Memphis, Nashville, New Orleans, Knoxville and Chattanooga, were ordered to organize immediately and affiliate with the six shop crafts union. Organization of all Negro rail employees in the South was said to be an emergency measure adopted by the American Federation of Labor as a preliminary toward mobilizing a 100 per cent union labor army in the battle against wage reductions ordered into effect by the Federal Rail Board.

Foreign

Labor - 1921.

Unions and Strikes.

FOREIGN, NEGRO LABOR AT PANAMA PROTESTED

Electrical Workers Asks Larger Representation of Union Labor in Crafts Employed in Zone.

ST LOUIS MO TIMES

SEPTEMBER 29, 1921

A resolution protesting against the employment of foreign and colored labor on Government projects in the Panama Canal zone was adopted at the morning session today of the biennial convention of the International Brotherhood of Electrical Workers in session here this week. The resolution asks for a larger representation of union labor in the crafts employed in the zone.

A general caucus was held this afternoon for the purpose of aiding the committees in guiding the convention through the maze of business which has accumulated. Resolutions pertaining to jurisdictional matters also were adopted at the morning session.

A fight is expected tomorrow morning in the convention when the proposal to increase the per capita assessments of members is reintroduced. A split in the convention was threatened the first of the week when the convention began consideration of financial matters. Certain radical groups prefer to secede from the international body and ally themselves with the railroad brotherhoods and building trades unions, according to the industry in which they are engaged as electrical workers.

It is proposed to increase the per capita assessments from 75 cents to \$1.20 a month, the fund thus derived to be proportioned into the various funds. The radical elements oppose the increase and threaten to sever their affiliation with the international body if the increase is approved. The increase is being advocated by the conservative group as a means of providing closer organization work.

Unions and Strikes.

Union of Colored Laborers

The Conservative Magazine
San Antonio, Tex.
Oct. 1921

After passing a few years over the half century mark of social and industrial freedom there has grown up out of a crying necessity, an organization among colored men that exhibits the best outlook and the most inviting possibilities of any concerted movement begun in the past half century among them.

The Union of Colored Laborers, an industrial and benevolent brotherhood, gives the best assistance to the honest, industrious laboring man of any organization known to our times; and it shows so many advantageous features new to our day that put it so far in the lead of any other secret order or benevolent and industrial insurance that we look for it to command the unanimous support and patronage of black people throughout the South.

This Grand Union of Colored Laborers is a San Antonio organization and its home office is established permanently in this city, and within the year and a half of its existence it has gathered a membership of some two thousand of both sexes, including the most dependable and prosperous laboring men and women to be found any where in the South. Its president Rev. T. J. Stevens is a native of this city and a man of unflinching courage and keen discernment. He serves the Union diligently as do all the subordinate officials without pay, conforming to the constitution which specifies that all fees and dues collected shall go to pay sick and death benefits.

Certainly no institution has grown as this one has done for the past eighteen months, and no one holds out the promises of large numbers, long life and much usefulness such as all see in the plans and operation of the Union of Colored Laborers.

Colored Labor

Union in Session

The Brotherhood of Dining Car Employees, the largest body of Colored Organized Railway Craftsmen in America.

with its Grand Council officers and executive board convened in a special session in the committee room of the Young Men's Christian Association, New York City, Wednesday, November 16, 1921.

The financial and moral strength of this organization was discussed and established ways and means as to how to combat the Railways Executives, proposed cuts in salaries and changes of working condition as granted them by the R. R. Wage and Labor Board.

Those present were: Charles N. Crawley, Thomas Gee, R. B. Lemus from Boston, Mass., W. S. Schley of Washington, D. C., W. P. Langdon of Roanoke, Va., S. T. Rodgers of Chicago, Ill., S. A. Truhart of Buffalo, N. Y., J. A. Ware, F. A. West, H. M. Burke of Jersey City, N. J., Robt. Whiting, W. Williams, O. C. Jones, S. Nichols and Benjamin F. Dixon of New York.

RAILROAD MEN WILL MEET IN BIRMINGHAM.

Dallas Express
 Chicago, Ill., Dec. 22.—February 12th or Lincoln's Birthday will witness at Birmingham, Ala., what is planned to be the largest practical industrial and economic gathering of people of our group.

While the feature event of this meeting which will last three days, will be a special convention of the representatives of organized Colored railway employees, connected with the Railway Men's International Benevolent Industrial Association as represented by R. L. Mays, Osie Long of Birmingham and J. H. Eiland of Memphis, the meeting will take on a wider scope.

The certain future situation hinted at by President Harding, in his recent speech, stating the labor supply resources of the South would be tapped in order to meet western and northern needs in industry will be given full and careful study.

In order to promote better race relations because of the Negro's greater participation in industry, north of the Mason and Dixon line, and also to secure other opportunity and maintain the present strength of our group in the industrial South, the above named labor leaders have invited prominent men like E. K. Jones of New York, head of the National Urban League and Dr. R. R. Moton of Tuskegee as speakers and advisors on policy.

Mr. Jones will be asked to discuss the possible absorption North and West of the Negro industrial immigrant from the South along with the housing, hygienic and political results.

Dr. Moton will be requested to analyze the effect future immigration of our people from South to other points will have on the local or southern situation.

Realizing the men directly concerned—the mechanics and laborers of our group—should be awakened to the vast opportunities opening to them, both Mr. Mays and Mr. Eiland agreed at a conference in Chicago to make personal campaigns over the country in order to have not less than two hundred delegates at Birmingham for

the conference.

The railroad group has made the first move through a bill introduced in Congress Dec. 5th, by Representative M. B. Madden at the request of R. L. Mays, while the Mays-Eiland-

Eiland and Mays to Go Into South

Chicago Defender
 Under the auspices of the Railway Men's International Benevolent Association a conference involving men whose yearly wage on the railroads of the country aggregates \$65,000,000, will be held in Birmingham, Ala., Feb. 12, 13, 14.

The feature event of the occasion will be a special convention of the representatives of organized Race railway employees, connected with the International as represented by R. L. Mays, its president; Osie Long of Birmingham and J. H. Eiland of Memphis.

The more general program will take into account future conditions hinted at by President Harding in his Birmingham address. These are the labor supply resources of the South, which are to be tapped, as it were, to meet labor demands in Western and Northern sections.

In line with this broad view two men of national prominence have been invited to address the sessions. One is Eugene Kinckle Jones, executive secretary of the National Urban League. He will discuss the possible methods of absorption North and West of the Race industrial immigrant from the South along with the housing, hygienic and political results.

The other is Dr. Robert R. Moton, who will analyze the effect future emigration of our people from the South will have on the Southern situation.

Mr. Mays and Mr. Eiland recently conferred in Chicago, with the result that they will tour the country before the proposed conference. More than 200 delegates are expected.

The railroad group has made an important move through a bill introduced in Congress by Representative Madden of Illinois making certain amendments to the transportation act. Mays, Eiland and Long plan court action in twelve states relative to discriminatory contracts from which Race workmen suffer by being debarred from gainful employment.

Labor - 1921.

OWNERS DRIVE NATIVE SAILORS FROM U. S. SHIPS

—B. L. TODD

Discrimination, Rotten Food and Brutal Treatment Have Brought Foreigners to Replace Natives.

N. Y. CALL

MAY 12, 1921

That the American steamship owners have concertedly conspired to drive American sailors from the sea, and that the American Steamship Owners' Association has been the leader in this movement, is the definite charge made yesterday by B. L. Todd, secretary of the Marine Engineers' Conference and manager of the Ocean Marine Engineers' Beneficial Association No. 80.

Todd's declaration is a direct answer to statements issued by Winthrop L. Marvin, vice-president and general manager of the American Steamship Owners' Association, to the effect that the International Seamen's Union is chasing the American sailor from the sea.

Todd specifically charges that:

1. Some of the largest steamship lines, and those especially of the American Steamship Owners' Association, employ West Indian Negroes on deck and Greeks, Spaniards and Portuguese in the engine rooms.

2. The Standard Oil Company, operating one of the largest fleets of the American merchant marine on the open shop plan, employs no Americans.

Rotten Food and Quarters.

3. The American sailor was driven from the sea by the brutality of ships' mates and the rotten food and quarters which he was given.

4. It was the steamship owners who have brought foreigners into American ships.

5. As one class of foreigners rebelled against the treatment on the ships, another was brought in and the seamen's union organized them all until the owners attempted to fill the American ships with Chinese seamen and firemen; and

6. The International Seamen's Union finally rebelled against organizing Asiatic labor and had to invoke the aid of the Seamen's law, which states that 75 per cent of employees aboard a ship must speak the English language.

"Statements given out by Mr. Winthrop L. Marvin, vice-president and general manager of the American Steamship Owners' Association, have been published to the effect that the International Seamen's Union is chasing the American boy from the seas," says Todd.

Speaking in the name of his organization, he continues:

"We would like to ask Mr. Marvin through the medium of your journal if the International Seamen's Union is chasing the American boy from the seas how is it that the largest steamship lines and those especially of the American Steamship Owners' Association, Mr. H. H. Raymond, president, who have no following whatever in the International Seamen's Union, should employ West Indian Negroes on deck and Spaniards and Portuguese in the engine room? Why do they not hire Americans and give the American boy a chance?"

"How is it that the United American Lines, of which Mr. Harriman is president, hire Spaniards and Portuguese in the engine room of their ships? How is it that the New York and Cuba Mail, operating one hundred ships, hires West Indian negroes on decks and Greeks and Spaniards in the engine room?"

"Why was it that the Marine Engineers' Beneficial Association had to go to the officials of the Ward Line and notify them that unless they stopped hiring Greek engineers to man the ships which they operated that the engineers would take it up with the Government and have the ships taken away from them? Why is it that the Standard Oil Company, operating one of the largest fleets of the American Merchant Marine, having its own shipping lines, having nothing whatever to do with the unions, and operating on the open shop plan, does not employ Americans, but, instead, employs Scandinavians and other aliens on deck and Spaniards and Portuguese in the engine room?"

"The engineers would like to ask Mr. Marvin if he does not know that the American boy was driven from the seas in the old sailing ship days because of the brutality of the ships' masters and mates and the rotten food and quarters which were allowed him aboard ship?"

"Do you know, Mr. Marvin, that it was the steamship owners who first brought the Germans and the Scandinavians and other foreigners into the American ships? Do you know that when these nationalities refused to stand for the treatment they received aboard the ships that Spaniards and Greeks were brought in. All the International Seamen's Union did was to organize them as fast as the steamship owners changed the nationality of their employees until the attempt was made by the steamship owners to fill the American ships with Chinese seamen and firemen? Then the Interna-

tional Seamen's Union at last rebelled and said they would not organize this Asiatic labor, but would instead fall back upon the language clause of the Seamen's law, which states that 75 per cent of the employees aboard ships must speak the English language.

"It is not the marine unions which are driving the American boy from the seas but the members of the organization which you represent—the American Steamship Owners' Association."

Owners Back Benson.

The American Steamship Owners' Association yesterday reaffirmed their allegiance to the stand on the lockout taken by the United States Shipping Board and expressed satisfaction with Admiral Benson's handling of his end of the situation.

"Admiral Benson's stand is in no way different from that of the American shipowners on this issue of a 15 per cent reduction of the high wartime wages of the striking engineers and 'international' unions," reads the statement issued yesterday by H. H. Raymond, president of the Clyde-Mallory lines and of the American Steamship Owners' Association.

"Admiral Benson, as trustee for 7,000,000 tons of ships, owned by all the American people, is faithfully conserving their interests in the present controversy," the statement assured the American people.

The statement also charges that wages on American ships are "virtually double the wages on foreign ships" and that if the situation is discussed in Congress the unions will find that Admiral Benson "is not standing alone, but is overwhelmingly sustained by American public opinion." This statement was branded as propaganda by officials of the engineers' union.

Winthrop L. Marvin, general manager of the owners' association, admitted yesterday that the Shipping Board is supplying only a fraction of the men needed to man all the ships. He said that the lockout of English and Norwegian seamen would not affect the American situation for two weeks yet.

Thos. K. I. Luckenbach, of the Luckenbach Steamship Company, which left New York with a scab crew a few days ago, union officials said, broke down on its way to Boston and had to be towed into the harbor.

The William P. Palmer, sailed yesterday to the Great Lakes without cargo, by the union's permission. It was consigned to a purchaser in Buffalo. The Floridian, of the United American Line, which sailed for Boston, it was announced by the union, signed up before May 1 at the old scale and the agreement has not yet expired.

Altogether, during the first 10 days of the lock-out, an officer of the union stated, only 26 unfair ships have sailed. The rest were either vessels flying foreign flags or ships whose owners had settled with the union.

At least one case where the Shipping Board carried out its announced

General.

intention of taking steamers away from firms settling with the union was made public yesterday. The Shipping Board steamer Colin H. Livingston was taken away from the United States Transport Company yesterday after the firm had renewed the 1921 agreement with the union.

Four Vessels Held up.

Four vessels, one scheduled to sail as early as last Friday, were reported yesterday as held up. These were: the Colon, of the Panama Railroad Steamship Line, which was to have sailed for the Canal Zone last Friday; the Algonquin, of the Clyde Line, scheduled to leave for Santo Domingo 1:30 Saturday; and the Apache, and Lak Farison, both operated by the Sloyd Line, whose sailings were postponed.

Absolute refusal of Admiral Benson to give the marine workers a hearing, Bert L. Todd, manager of the Ocean Marine Engineers' Union No. 80, declared yesterday, directly precipitated the present lockout that has tied up the American merchant marine.

The obdurate stand of the admiralty in refusing to recede from his "ultramatum" of 15 per cent off wages, Todd further declared, was prolonging the shipping tieup.

At the first conference in Washington between representatives of the marine engineers and Admiral Benson Todd said, Benson gave the men no chance to present their side of the controversy. The admiral merely said that he had thought things over and that the men must accept a 15 per cent reduction in wages, the union officer added. Asked by one of the union's committee if this was his ultimatum, Benson, Todd asserted, declared that it was, and that if the men did not like it they could get off the ships.

Compromise Offered.

Interesting light was thrown on the arbitrary stand of the Shipping Board chairman when Todd declared that the men even went so far as to offer a compromise which would amount to only \$2 or \$3 difference per man between its demand and Benson's terms, but even this was refused, he said, and the whole merchant marine was tied up as a result of Benson's arbitrary stand.

Todd further said that when the union wired Benson after its break with the steamship owners, which occurred before May 1, asking if Benson would give the men an opportunity to air their grievances, that Benson replied "No." Furthermore, he said, when two representatives of Benson came to New York, they also did not give the men a hearing.

Another example of Benson's attitude pointed out by Todd was the case of the New York and Richmond Steamship Company, operating two ships, which offered to pay the difference between the men's and the Shipping Board's demands. Benson, Todd said, would not allow this.

At the headquarters of the Marine Engineers' Beneficial Association it

was announced yesterday that the marine engineers on each of seven large ships which had reached New York during the past two days immediately upon arrival handed in their resignations, to take effect within 24 hours.

These ships are: F. J. Luckenbach, of the Luckenbach Steamship Company; Mount Carroll and Mount Clair, of the United American Line; Kroonland, International Mercantile Marine; Moro Castle, Ward Line, and the Calamaries and the Zacapa, of the United Fruit Company Line.

Pickets of the union who made their regular daily round of the harbor asserted yesterday that many ships, reported as having sailed, are still lying at anchor in the bay. It was also said that many vessels, which presumably have left for foreign ports, actually steamed out to Jamaica Bay, where they are now at anchor.

Of five steamers which were announced to have cleared the port yesterday, the sailings of four: the Munindes, Santa Albe, Tenafly and L. J. Drake, a tanker, could not be confirmed by union officials. The fourth, the El Albe, of the Morgan Line, they declared, was laid up in the harbor with its fires out.

SHIP OWNERS QUIET ABOUT COLORED HELP

Stewardards' Jobs About

Ship Only Jobs Available Thursday

STRIKERS FIRM

Colored Union Men Standing Out With Others For Better Conditions

Officials of local steamship companies when asked in what capacities colored men are being employed on vessels were for the most part evasive when it came to talk about regarding their policy in employing oilers, firemen and seaman from the race.

The Atlantic Transport and Baltimore Oceanic Steamship Company referred their questioner to the Sea Service Bureau in the Customhouse. The information received there was to the effect that colored were given jobs only in the stewardards' department. This bureau

under the Shipping Board, the policy of which is said to be against giving colored men an equal chance.

When asked over the telephone an official of the Black Diamond Steamship Company said "Come to our office," while the Munson Line advised: "Call and we will see what we can do."

The Pacific Mail Steamship Company said that there are openings for deckhands, in the engine room and the stewards' department, while the Bull Steamship Company said colored men were only employed as stewards.

The Wilbur F. Spice Company said no colored men were employed and the Clarence Cottman Company replied, "All filled up."

The Export Transportation Company did not know anything about colored men being employed except as stewards but advised their questioner to come in next week.

The Green Star Line replied, "No openings now," and a man in the States Marine Company said he believed there are some good openings for colored men.

It is said that the colored strikers are sticking closer to their white comrades than ever because the whites refused to listen to an offer of mediation that does not include the colored.

UNITED STATES LABOR BOARD MAKES SWEEPING RULING FAVORABLE TO COLORED RAILROAD EMPLOYEES.

James Plain Dealer
Chicago, Ill., May 16th.—The United States Labor Board with headquarters in this city made a sweeping decision relative to classification of colored railroad men, this afternoon. The R. M. I. B. I. Association was made party to the decision, one hundred and nineteen, by the resolution of the board, passed May the eleventh and officially known as addendum number one to decision one nineteen, subordinate order headed by Osie Long, A. B. Thompson, Monroe James and John H. Eilands also specified as parties to dispute in decision one nineteen.

This victory grants members of the R. M. I. B. I. Association a right at conference, and to make contracts.

All colored railroad men not organized will not be recognized. The Florida East Coast men and Atlantic Coast Line men in order to get recognition and have their grievance placed before the board must become members of the R. M. I. B. I. Association or some organized body of colored railroad men who are organized before the Labor Board will recognize them.

R. R. Unions Join Hands for Uplift

Men from 27 different states engaged in all branches of railroad service met last week in Chicago to outline plans to combat the difficulties confronting our people in securing and holding employment in railway circles. Many of the men are the direct victims of the recently unearthed conspiracy to drive our men from the positions of locomotive firemen and road brakemen on the Southern roads.

A comprehensive program of legal defense was outlined to follow the action already taken by R. L. Mays, president of the Railroad Men's Association, to invoke the continued aid of federal authorities to protect the men and to apprehend and prosecute the perpetrators of the acts of lawlessness.

The report of the association financial officers showed that over \$20,000 has been spent during the past year in the general conduct of the affairs of the association and in the fight against industrial discrimination, leaving several thousand dollars of assets to begin the new association year and to continue the work.

Affiliation with the Association of Railway Trainmen, of which John Henry Eiland of Memphis, Tenn., is head, was unanimously voted by the convention. Mays was elected by acclamation as the head of the associated organizations all over the country. The convention was featured by a ball at the Eighth Regiment Armory and a banquet at the headquarters, 3441 Wabash avenue. Two hundred dollars was raised by the men to help establish the proposed Booker T. Washington Industrial School for native girls in Sierra Leone, West Africa.

The growing importance of the negro as a factor in the coal mining industry was shown by the following item, which appeared in the Indianapolis Freeman:

The National organization of United Mine Workers convened in this city Tuesday for a two weeks' session. Among the number are 150 colored members, which is the largest number of colored delegates ever assembled. George H. Edmunds, of Des Moines, Iowa, and Mr. Prentiss, of Alabama, are two of the National organizers.

In the reports of troubles in the mining sections of West Virginia, reference has been frequently made to the number of colored miners found among those locked out. The unionization of colored labor in the mining industry, as in others, has its drawbacks, as well as its compensations.

"NO STRIKE" IS MAYS' WARNING TO RAIL CRAFTS

The Chicago Defender
Chicago, Ill., Oct. 21.—In the event of the proposed railroad strike called for October 30th, all members of all crafts of the R. M. I. B. I. A. having taken no strike ballot, will not officially participate in any strike or walkout called by any organization of Railroad Employees. Former instructions are to be followed and you are to remain at work as long as conditions will permit you and your own safety, or the safety of the public is not endangered; nor or you to contribute any lawlessness in the community in which you work and live.

List of Industries

Mr. Mays' rules governing action in event of a railroad strike include the following points:

All members of all crafts of this organization, having taken a "no strike" ballot, will not officially participate in any strike or walkout called by any other organization of railroad employees.

You will remain at work as long as conditions will permit you, and your safety or the safety of the public is not endangered, or by so staying you will not contribute to any lawlessness in the communities in which you live and work.

Should a strike be called on the road for which you work by the craft of which you are a member and a shut-down seems imminent as a result, you will report to your immediate superior company official that you are ready for work when conditions make the same possible, and ask for leave of absence, to begin the day of the shut-down and to end the day the dispute has been settled to the satisfaction of all parties concerned and with the assurance of public peace.

Local chairmen or local presidents will call joint meetings of all the men of all crafts of this organization in their respective communities. They will elect a steering committee of three whose duty it will be to keep in touch with the company officials and with the local chairman of the striking workers in order to ascertain the exact hour of settlement and to be in position to advise the men when to return to work because of the adjustment of the dispute and the automatic termination of the leave of absence.

To Fight Wage Reduction

In the meantime, all members are urged to prepare to support the organization to make a stiff fight in supporting all other organizations against a further reduction in railway workers' wages until and unless railroad freight rates have first been reduced in proportion to the wage reduction order of July 1, 1921.

The men are reminded of the convention's vote to have each organized worker pay an assessment of one dollar before Nov. 8 to meet future demands in fighting further reductions

in wages and other discriminatory practices. Men who do not pay the assessment will be suspended.

Further instructions are to be sent to local secretaries in confidential letters for the reception of which special local meetings will be called Oct. 24.

RULE GOVERNING ACTION OF NEGRO TRAINMEN IN CASE OF STRIKE

The Times Plain Dealer
Chicago, Ill., Oct. 21.—In the event of the proposed railroad strike called for October 30th, all members of

all crafts of the R. M. I. B. I. A. having taken no strike ballot, will not officially participate in any strike or walkout called by any organization of Railroad Employees. Former instructions are to be followed and you are to remain at work as long as conditions will permit you and your own safety, or the safety of the public is not endangered; nor or you to contribute any lawlessness in the community in which you work and live.

Should a strike be called on the road for which you work, and a shut-down seems eminent as a result, you will report to your immediate superior company official stating that you are ready to work when conditions make the same possible, and also ask for a leave of absence to begin the day of the shutdown up until the day the dispute will be settled to the satisfaction of parties concerned with the assurance of public peace.

Local Chairmen or Local Presidents will call a joint meeting of all the men of all crafts of this organization in their respective communities. They will elect a steering committee of three whose duty it will be to keep in touch with the Company officials and with the local chairman of the striking workmen in order to ascertain the exact hour of settlement and to be in a position to advise the men when to return to work.

Because of the adjustment of the disputes and the automatic termination of the leave of absence out men will remain away from railroad property during their leave of absence and will report twice a day to their meeting place to receive instructions from the chairman of the steering committee. These meetings should be at ten A. M. and four P. M. daily. In the meantime, all members are urged to prepare to support the organization to make a stiff fight in supporting all other organizations against a

further reduction in railway workers wages until and unless railroad freight rates have first been reduced in proportion.

As to the wage reduction order of July 1st, 1921, your convention voted "no strike" during its September session. Obey that vote! Your convention also voted on dollar general assessment of each member, payable before November 8th. In order to meet the future demands in fighting further reductions in wages and other discriminatory practices from which we suffer, pay your assessments. Otherwise, under vote of Convention you will stand suspended from all representation and benefit.

Further and detailed instructions will be forwarded. Special local meetings will be called for Monday, October 24th, where authoritative instructions will be given.

Yours truly,

R. L. MAYS,
International President.

Labor - 1921.

Union & Strikes

LANDIS ACTS TO BLAST WAY FOR RACE LABORERS

Chicago Defender
8/24/21

An announcement of the utmost importance to Race tradesmen was recently made by Judge K. M. Landis in his recommendations to representatives of the Building Construction Employers' Association, the Associated Builders and the Building Trades Council concerning a settlement of the building trades controversy.

No Sympathy Strikes

The point referred to was covered in Judge Landis' suggestion that in order to stop sympathetic strikes Article 14 of the building trades agreement be amended by the following clause:

"No member or members affiliated with the workers shall leave his work because non-union men in some other line of work or trade are employed on the building or job, or because non-union men in other lines of work or trade are employed on any other building or job, or stop or cause to be stopped any work under construction for any member or members affiliated with the employers, except as provided in this agreement, under penalty of a fine of not more than \$25."

There is a further provision for a much heavier fine for employers who violate the agreement.

Gives Journeymen Work

It has been pointed out that the above clause will act as a sort of guarantee to Race tradesmen who are denied membership in the unions and are employed on construction work. Hitherto, unless a man was a master mechanic, it has been possible for the white employees to threaten a strike in order to have Race workers discharged.

Such a condition has been strongly discouraging. The outlook for men wishing to work at their trades has been dark enough to force many into unskilled branches of labor. In the event Judge Landis' charter receives the proper indorsement much of the difficulty will be removed.

Hugo Williams to Employ

One of the strongest spirits working toward fairer working conditions for Race men is Hugo Williams, a master plumber. Mr. Williams has conducted classes in steamfitting and plumbing and has been constantly at it to provide work for his men and his graduates. With the above clause operative it will be possible for him to accept a contract and use Race labor, whereas in the past he has been forced to hire the whites by the laws of the unions.

SCABS OR NO WORKERS

TO JOIN OR NOT TO JOIN the union is still an unsettled question with a great number of our workers. Those opposed are not mindful of the benefits to be derived by pooling issues and working in harmony one with the other, but they see little advantage in being tied hand and foot to an organization that makes you last in its calculations for service. Self-protection has compelled some unions to admit us; some have never raised the bars against us; others are still worrying along without our company. In the meantime we are working and making a little change to keep body and soul together.

THE AMERICAN FEDERATION OF LABOR saw the handwriting on the wall and voted at its last annual meeting that there should be absolutely no discrimination against race or nationality throughout its component trades. This body of far-seeing, intelligent men rightly recognized that there can be no union unless all are united. It also knows that our worker is a very important factor, and because he is just as good and just as efficient a workman he would eventually have to be reckoned with and accounted for in all concerted efforts for the betterment of labor conditions.

IN OTHER WORDS, he must not be excluded, and the only way to avoid this is to remove all barriers to our joining the forces of organized labor. Of necessity we are obliged to work and earn a living. By giving us an opportunity to be recognized as members of organized labor would tend to increase our efficiency. Unfortunately there are some organizations which refuse to affiliate with the A. F. of L. because of its antiquated race attitude; but this is an age of advancement and progress, so even some of these are falling slowly but surely in line, perforce of necessity.

EMPLOYERS have attempted to discourage us from joining the ranks of organized labor for purely selfish motives. Obviously this keeps the white and black laborer separated and naturally they are at variance with each other. Herein lies the nucleus of our frequent racial disturbances, and this is how the trick is done: Capital and organized labor disagree and come to issue. Organized labor strikes. Capital replaces organized labor with our labor, unorganized. A bitter fight ensues. We the while sell our birthright for a mess of pottage in the form of a few paltry dollars. And while we are justified, under present conditions, this keeps at fever heat the feeling of race hatred.

FINALLY capital and labor settle their dispute. The goat—our worker—is ignominiously ousted, with the disgusting epithet "scab" hurled at him from both sides. It must be conceded that we occupy anything but an enviable position. But we have lots of grit and fight in us, and we intend to use every medium by which we can establish ourselves as men among men. Unity is what we need—union with the forces which are out to protect and fight for the common interest. What more common interest can there be than that of gaining a livelihood through man's labor? Everything of value is gained through aggression and work. This is what stimulates man's ability and efficiency, and commands man's respect for fellow men.

AT THIS PERIOD of industrial unrest it is necessary that something should be said to cause the general public to take a sensible view of all conditions. Much difficulty and trouble can thus be avoided, especially along the lines of race trouble. Some of our political heads have spent much time and money investigating race relations. These efforts have been made to ascertain from what source arises our race troubles. The whole situation can almost be reduced to a simple problem in the following manner: If the workers are all joined in one combined effort—that is, if they have one common interest—they cannot but create a better understanding.

IT IS NOT A MATTER of the much mooted social

Illinois

equality; it is a serious matter of creating relations based upon common sense. Our workers are not naturally "scabs," but they must work and earn a living. Opportunity is all we need. Broadmindedness should be the order of the age.

The Chicago Defender 10/11/21

IT IS DIFFICULT to figure out the reason for one who finds it more profitable to be idle for months while holding out for a wage of \$1.25 per hour than to have steady work at \$1.00 per hour. The building trades industry has been paralyzed in Chicago for more than a year all because capital and labor could not come to some satisfactory agreement on the wage question. Both sides have in a measure been unreasonable, but stubborn enough not to concede it. Now that Judge Landis has, at the request of both sides, set a wage scale unquestionably fair, leaning, in any way, toward the side of the workers, harmony should prevail. But five unions—the carpenters, electrician, vator constructors, plasterers, sheet metal workers, painters, glaziers and fixture hangers—were not signatories to the arbitration agreement.

HOWEVER, the judge left an opening for them and it is expected that these "outlaws" will soon come into camp. His decision affects more than 50,000 workers in this city alone directly connected with the building trades, to say nothing of the thousands in allied lines. Especially are we interested in the ruling that nonunion men may work with union men. This will give our workers an opportunity to share in whatever prosperity that may come.

THE UNIONS that bar us from membership solely on account of color and then refuse to work with us because we do not belong to their union will hereafter have little grounds for complaint when contractors give us employment on an equal basis with them. And this they will do for the reason that they are three years behind in their contracts, and when the work does open up in early spring there will be such a demand for labor that every man that wants work can find it.

THERE HAS BEEN an awakening among the unions regarding the Colored workmen. They are beginning to see that our workers are a factor to be reckoned with. If they refuse to admit us we become allies of the employer merely as a matter of self protection. We must work to live and if the unions refuse to give us an opportunity we cannot be blamed for casting our lot with those who will. There has always been too much red tape in unionism, too much czar-like authority vested in the walking delegates and the higher-ups. While there must always be a head to any well governed organization, the members should have some say as to whether they must starve or not.

WE WOULD BE GLAD if every one of our workers belonged to the union, provided their interests are protected the same as are those of the whites. First, because contact brings about a better understanding, a more tolerant and friendly feeling; second, because when the black and the white workmen are united they are able to demand and will receive a wage commensurate with their labor and the times. The open shop is our salvation. And while the union worker will undoubtedly have the preference the demand will be greater than the supply and the nonunion worker will under this new ruling of Judge Landis be given employment without so much red tape.

LABOR LEADERS CONFER

WITH DEFENDER EDITOR

Chicago Defender

The Chicago Defender is not a labor organ—it is a newspaper. This fact was brought out at a conference between labor union officials and R. S. Abbott, publisher of the Defender, held during the past week.

Among the labor delegates were John Fitzpatrick, president of the Chicago Federation of Labor, and Mr. Parker, head of the International Union of Hotel, Restaurant and Dining Car Cooks and Waiters.

The purpose of the conference was to secure co-operation in the labor movement. The labor leaders admitted that the big union organizations discriminated against our workers, but maintained that the American Federation of Labor, lacking strong executive privileges, was powerless to punish or correct Jim Crow labor unions.

Mr. Abbott maintained a stand of "the advancement of the Race." The union leaders were told that unionism could not expect to receive his unqualified support so long as its house was dirty, and it was a hindrance, rather than a help, to our workers. That no discrimination need be shown he proved by the example of his own plant, where both races work and where the workers are union men.

It was further pointed out that Race organizers should not take upon themselves all the responsibility for making the Race support unionism. To Mr. Fitzpatrick, Editor Abbott said:

"The larger problem lies with you gentlemen in educating the white union workman to stop standing in his own light by discriminating against my people and in convincing him that as long as any big and powerful union discriminates against men on account of color, we will lack confidence in its resolutions and protestations."

Union propaganda, he declared, he could not use. News of unionism, such as the readers of the Defender cared to have, he promised, would be welcome to the columns of the paper at all times.

THE STRIKE AT THE YARDS

IT MATTERS NOT just what the cause of the present strike at the Chicago stock yards is, the fact of a shortage of supply and the resulting increase in the cost of meats being a not too patient public in the face of it would be likely to say that the thousands of men who laid down their tools and walked out into idleness and possible suffering had not a grievance more or less just. It would be equally as absurd to think the packers would place in jeopardy their property, or would, if conditions did not demand it, lower the wage scale, cut off working hours or close up whole departments. They are in the game to sell goods. The greater the demand, the greater their profits.

THEN WHY these continual disagreements and strikes? Of what avail is a board of arbitration if it does not function? Already a number of people have been seriously hurt through the rioting. While the unions do not countenance violence, it is beyond their power to hold in check some of the ignorant and vicious within their ranks, and for what these miscreants do the whole order suffers. The general public is usually on the side of labor and against capital. But labor, to hold the public's good will and support, must stay within the law and rest their case on its merits.

THOUSANDS OF OUR GROUP are employed in the packing plants. A large per cent of them are affiliated with the unions, and more would be if the bars were let down and no discrimination made by certain locals against those of Color. One or two of our dailies have attempted to stir up strife by insinuating that Colored men were being used as strike-breakers. This is unfortunate and borders on being criminal. Our union workmen obeyed the dictum of their superior union officials and did exactly what their white brothers did—struck. The packers scoured for non-union help and in the dragnet many of our group were found.

THE PROSPECT of a job in these times of near-starvation looks good to any idle worker, black or white. Self preservation is the first law of nature; add to this the knowledge that such opportunities only come to the black worker on occasions like this, and it can be readily seen why he fills the union worker's place. It is an ill wind that blows no one good, and while there is much to be said in favor of unionism the powers that be must be made to realize that no strike can ever be effective in this country unless the black worker is a part and parcel of it. To make him a part of it it is necessary that he be taken unreservedly into every trades union. Unions cannot expect to close the working door in his face in peaceful times and expect his co-operation in troublesome times. They must be consistent.

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Unions, Strikes

Chicago Defender 3/19/21 "YARD NEGROES ACCEPT WAGE CUT"

SPREAD ACROSS the front page of Sunday's Herald-Examiner was the line, "Yard Negroes Accept Wage Cut." In the body of the article that followed there was nothing save this remark made by a colored worker, "We do not believe that striking at this time will help the cause of labor," to justify this big red screamer. Such headlines are calculated to stir up race hatred as nothing else will. The white worker sees in the colored worker outside the pale of unionism a foe, and an ally of employers.

IT IS ACTUALLY CRIMINAL to place us in that light. We must make a living by the sweat of our brow and to place us in a false light with organized labor means a still wider gap to leap. Whenever we have had the opportunity to affiliate with the unions we have done so. And we cannot be too emphatic in denouncing those who deliberately stir up strife and dissension between the white and black workers. We have had one taste of race rioting here in Chicago for which certain newspapers were more or less responsible; let us have no more.

Chicago American 3/25/21 THE CHICAGO SORE SPOT

White workers in the Chicago Stock yards voted 21,482 to 207 to go on a strike if the threatened reduction of wages approximating 8 cents an hour is put into effect by the meat packing companies.

Some eight thousand colored workers in the same plants announced that they will accept the lower wages, and will not go on a strike.

Both white and colored workers in the yards belong to the unions, so that many persons aware of this fact were at a loss to understand the unwillingness of the colored union workers to join their white brothers in the effort to keep wages high.

Last week a correspondent of the Associated Negro Press investigating the conditions at the yards found out that the local union branches for skilled labor men are closed to colored men. This has been a sore spot with the colored men for some time past. Steam fitters, engineers and mechanics in general, if they are colored, have no chance to affiliate with the locals of these particular branches of union labor. The Butchers and Meat Cutters' locals are the only branches open to colored men no matter to what class of workmen they may belong.

Here is another instance where the labor unions talk in a loud mouthed way about opening the doors to colored workers, when at the same time they mean only in the unskilled trades. The lack of carpenters, bricklayers and plumbers thruout the North is due to nothing else than the attitude of the labor unions.

The Baltimore Interracial Conference passed a resolution encouraging workers to join labor unions. Asked if this applied also to domestic workers, it was answered

that domestic workers are on a different plane. The truth of the matter is that labor unions like all other selfish organizations only want the colored worker to join in those cases where he would become a strike breaker if outside the unions.

Following the announcement in Chicago that colored workers will not strike, two things happened. The packers announced that colored workers will not be employed as strikebreakers in case a general strike is called, and secondly the white union workers have held up their strike plans two weeks, and the strike order may be recalled. Here is a good example of colored workers fighting bad unionism from the inside.

NEGRO WORKMEN HOLD A CONFERENCE

St. Louis Argonaut 3/25/21
Ten plants among which were Liggett & Meyers, Arcade Building, American Steel Foundaries, East St. Louis, Scullins, Bemis Bag Factory, and others sent representatives to the first regular monthly meeting of the colored employees in the industries of St. Louis and East St. Louis, held at the Urban League Building on Wednesday of this week.

The purpose of this conference will be to promote greater efficiency among colored employees, to widen their opportunities, to improve their working conditions, and to better their economic status. Thru discussion of such topics as thrift, Workmen's Compensation Act, buying a home, banking, etc. One man said: "We colored employes need a meeting like this so we can meet the men from other plants." Another said: "Coming together like this every month will give one plant chance to find out how the other gets certain improvements so we can try to get them too." Still another said: "Maybe thruu these meetings I can learn of good men who I can put on with me in my plant where we are doing skilled work and receive the same wages as other employees."

In opening the meeting, L. H. Curren, Industrial Secretary of the

Illinois

Urban League, said: "The future of the Negro in industry in St. Louis will depend to a large extent on what you, the key men, representing ten thousand colored employees do to help your fellow worker."

Miss P. Cashin Cox, Employment Secretary, spoke of the value of good help which helped all three—the employer, the employee, and the Urban League.

DAVIS FORCES PACKERS HAND ON WAGE DISCRIMINATION

Chicago Whip 4/9/21
WASHINGTON, April 6.—What

appears to be the initial assurance of the attitude of the Harding administration toward the colored race-hour in the railroad world, can be came from the Secretary of Labor when he appeared as the champion of the Negro workers in the stockyards at Chicago. When the conference of employees called by Secretary Davis to meet with representatives of the packers to confer over the labor crisis—that was threatened in the packing industry met here, it was brought out that the colored employees engaged in the same work in the yards were receiving about 30 per cent less than those of the other race. This fact was soon made apparent as the conference progressed and immediately the Secretary took the high and just position that this discrimination was un-American and that labor is worthy of its hire and equable consideration without regard to color.

The Secretary's contention was insistently and firmly made and finally prevailed, and as a result there will in the future be no differentials in the compensation of labor for similar service in the stockyards. This will be hailed with very great hopefulness by the colored people engaged in gainful occupations throughout the country, as the practice of discrimination in wages against colored workmen prevails in many industries.

PROTEST ON 'FULL CREW' BILL

St. Louis Argonaut 4/9/21
(The Associated Negro Press)

SPRINGFIELD, Ill., May 6.—State Representative Adelbert H. Roberts and President R. L. Mays, of the Railway Men's Association, met the sub-committee of the Public Utilities Committee of the Illinois Legislature at the Hotel La Salle Monday afternoon and vigorously protested against the "Full Crew Bill" which has been introduced in the state legislature.

Mr. Roberts was vigorous in declaring that respectful attention be given the colored men's side by the lobbyist of the Brotherhood of Rail-

way Trainmen. Another hearing will be held at the same place next Monday.

Mr. G. S. Bundy and Mr. Geo. Reed met the management of the New York Central Lines at Buffalo Tuesday and presented wage demands and working conditions prepared by Mr. Hays and sanctioned by over three hundred employees. The representatives stood pat against any wage reduction and referred the matter to the United States Labor Board for adjustment. Pullman employees are expecting to demand a conference in the next thirty days from their well-known hard boiled management under direction of the International Association headed by Mr. Mays.

R. L. MAYS DOING BIG THINGS.

Times Plain Dealer 6/4/21
Up in Chicago, Illinois, where big things are going on each and every hour in the railroad world, can be found a common place colored man who has made for himself a national reputation. But few men and women of the race have any conception of the great work that Mr. R. L. Mays, President of the Railroad Men's International Benevolent Industrial Association is doing at present in the interest of colored railroad employees throughout the land. For years Negro railroad men have been at the mercy of a well devised scheme of a certain group, who have kept them from receiving recognition from their employers or given a hearing as the result of any grievance that would arise while working as railroad employees. Along came Robert L. Mays on the scene. Today black men who are employees on railroads in this country (if organized) have rights accorded no other group of colored men in America. The work that is being done by Mr. Mays in the interest of colored railroad men deserves the commendation of every thoughtful man and woman of the race. Just a little while ago he was fortunate in having the United States labor board place black men who are organized in the fourth labor group, which gives them a right to a just hearing before this august body. Less than fortnight ago Mr. Mays again proved his worth by having colored railroad men placed in a position where they have a right to conference and a right to make contracts said rights having been denied them heretofore. These are but few of the many things which the black Gompers of the Negro race has accomplished in the interest of colored railroad employers that have placed them on equal footing with their white fellow workmen who are employed on common carriers. Mr. Mays is doing big things and has won the respect of colored Railroad men throughout the land. We reiterate Mr. Mays is doing big things for colored railroad

men who have organized to United States labor board demands.

Threatened Strike in Packingtown

Chicago Defender 3/26/21
THE AIR IS RIFE with rumors of a strike in the packing industries. It is to be hoped that it is merely rumor. We cannot imagine a situation more fraught with ugly possibilities than a strike in this quarter, and yet if such a thing should come to pass public sentiment would be strongly on the side of the strikers. The packers, not content with reducing the wages of their employes, went a step farther by lengthening the hours of employment. While there may have been some shadow of excuse for wage reduction, due to the readjustment to be expected in all lines of industry at this time, we are at a loss to understand why further sacrifices should be demanded by exacting a ten-hour day.

THE SITUATION, however, is not without a ray of hope. Governmental intervention, looking to arbitration of the dispute between the parties in interest, may find some middle ground for a satisfactory adjustment of the matter. No stone should be left unturned by both sides to avoid a strike at this time. It is difficult to imagine a worse dilemma than the one in which the workmen find themselves. A job is a job nowadays. Thousands of men are tramping the streets in search of employment. The fellow in a job knows that there are ten applicants for his place. He knows, too, that if he quits his job many of this tramping host will be only too willing to play the part of the strike-breaker. The packers know this, too. Hence their readiness to drive a hard bargain.

THERE IS ANOTHER PHASE to the situation which cannot be overlooked, and that is the possibility of recurring race troubles. Many of our people are employed at the yards. They are not members of the union and will not be inclined to leave their employment. The fear of being supplanted by white workers will hold them at work. Naturally, they will become the targets of pickets and strike sympathizers while going to and fro from their employment. Clashes under such circumstances are inevitable.

WE KNOW TOO WELL how the white mind operates in such a situation. The hatred engendered by such a condition will be directed against every Colored man and woman, it matters not how far they are removed from the scene of action. It is useless for us to debate the peculiar psychology that directs this attitude of mind on the part of the whites. Its background is purely race hatred that needs only an excuse of some kind to burst into flame.

WE SYMPATHIZE with organized labor in its struggle for better wages, a short day and better living conditions. We would like to see every Colored working man a member of the union. In time, no doubt, we shall see a thorough unionizing of Colored workers. That time will only come, however, when the leaders of organized labor can assure our workmen the same helpful support that is given to the white member of the union.

WE HAVE NOT FORGOTTEN some past experiences with labor leaders. A few years ago the Colored waiters' union inaugurated a strike against Chicago restaurants in which they were employed. They had received the most flattering promises of help from the white union leaders. Did they get it? Not by a jugful. The Colored waiters not only lost the strike and their positions, but were forced to see their places taken by white union waiters. It is not difficult therefore to understand the reluctance of the Colored brother to follow the union leaders in a walkout.

ASIDE FROM ANY PERSONAL INTEREST which we may have in the matter we hope that some way may be found

to save the situation. It is no easy matter for a working man to make ends meet in these days of the high cost of living. Rents are high, food and clothing are high and industrial depression is everywhere prevalent. Strikes and lockouts will only add to the laborer's cup of misery. The packers should hesitate long before adding additional burdens to the backs of their workmen. The new administration at Washington has an excellent opportunity to establish itself in the good graces of the working people of the country by taking hold of the situation with a strong hand, to the end that both sides may be compelled to leave the whole matter to the award of a board of arbitration.

PULLMAN PORTERS IN STRONG ORGANIZATION

New York Age 6/25/25

On February 1, 1921, the Pullman porters organized in Chicago the Pullman Porters Beneficial Association, with headquarters in Chicago, for the purpose of aiding its members in the event of sickness or death. The association now has 3,904 members and a bank account of over \$25,000. The rapid growth of the organization has been largely due to the efficient management of Thomas R. Webb, controller of the association. Other officers are Perry Parker, grand chairman; Thomas Crenshaw, vice chairman; and Waverly Williams, secretary.

The board of directors consists of Perry Parker of Cincinnati, Thomas Crenshaw of St. Louis, T. M. Blanton of Philadelphia, R. L. Williams of San Francisco, and Wm. DesVerne of Boston. Arthur Wells was recently elected treasurer of the association to fill the unexpired term of A. A. Coleman, deceased. The directors hope to eventually have all the Pullman porters of the country become members of this organization.

ROBERTS KILLS FULL CREW BILL AT SPRINGFIELD

Vicious Measure Aimed at Railway Porters Defeated in State Legislature

By a Staff Correspondent
Springfield, Ill., June 24.—State Representative Adelbert H. Roberts of Chicago continued the fight against the full crew from committee room to the floor of the house of representatives last week and as a result of his attack on the measure caused its defeat by a vote of 101

to 52.

Representative Hart of Batavia, a young white man, and an overseas veteran, sponsored the bill for the brotherhood association which sought to establish discrimination in railroad employment. Mr. Roberts in a vigorous counter speech pleaded for democracy at home as well as abroad, contested the rights of one race of Americans to provide special privileges to the detriment of any other race as the bill would have stipulated in its provision governing passenger service on steam railroads.

As the result of the successful defeat of the measure, the jobs of nearly two hundred passenger train porters have been conserved.

The fight was intrusted to Representative Roberts last January by Robert L. Mays, head of the Railway Men's Association, who assisted at several hearings in Chicago before a sub-committee of the legislature.

One of the representatives from Chicago, elected by the vote of our people, is reported to have sought to "whitewash" the intentions of the sponsors of the bill by saying he felt "the interest of Colored citizens would have been properly safeguarded ever had no Colored representative been present." A careful check of this legislator's campaign speeches indicated somewhat of a different promise prior to his election. His name is said to have been passed to members of the Railway Men's Association for the purpose of "safeguarding their interests at the polls in the next election."

FULL CREW BILL KILLED IN THE STATE OF ILLINOIS; VICIOUS MEASURE AIMED AT NEGRO TRAIN PORTERS DIES AN IGNOMINIOUS DEATH; REPRESENTATIVE ROBERTS PLEADS FOR SQUARE DEAL FOR ALL

Times Plain Dealer 7/2/21
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Kentucky

Unions, Strikes

NEGRO TOBACCO FARMERS SEEK TO JOIN FEDERATION

Dallas Express 7/9/21
Louisville, Ky., April 7.—Negro tobacco farmers are seeking to join with the tobacco men from twelve states, who were here in a conference, at which adoption of a co-operative plan of growing and marketing tobacco is expected. The meeting was called by the Kentucky Farm Bureau Federation, which urged the necessity of having all phases of the tobacco industry represented in the proposed marketing plan. The states represented at the meeting included Kentucky, Connecticut, North Carolina, South Carolina, Maryland, Virginia, Illinois, Ohio, Tennessee, Missouri, Indiana and Wisconsin.

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Louisiana

Unions & Strikes

New Orleans Longshoremen's

Union Displeased With A. F. L.

International Longshoremen's Association Meeting at Buffalo Expected to Take Action on Color Line Decisions

By V. P. THOMAS

New Orleans, La.—Delegates leaving here for the Buffalo, N. Y., meeting of the International Longshoremen's Association, July 11th, expected that some action will be taken by that organization to have the American Federation of Labor understand the displeasure occasioned by the stand it announced with respect to the color line. It will be recalled that the A. F. L. at its recent meeting adopted a resolution to the effect that it would not compel white union labor men to work with Negro union men; that the question was one for the individual unions, in places where the question of mixed labor came up, to settle between white unions and Negro unions of the place.

In other words, that there really exists no effective brotherhood in the purposes and aims of the federation of labor when there is work to be done and white union men want it all for themselves.

I. L. A. Draws No Color Line.

The delegates from here understand and know very well that the I. L. A. is only one of some sixty some odd international bodies and some fifty national unions in the American Federation of Labor, and that the tail cannot wag the dog. They understand and know also that the Negro unions in the I. L. A. are comparatively few in number. But the I. L. A. have long ago refused to draw the color line; in fact some of the vice-presidents and other officers of the organization have been and are today from among the Negro members.

Whether the force of the justice of equality in unionism which has been giving the Negro unions a fair and square deal in long shore work of the I. L. A. will throw itself with all its might against the stand announced by the A. F. L. on the color question, no one from here, it seems, knows. But there is no doubt a strong feeling in New Orleans colored union labor circles for the I. L. A. to pull out of the Federation of Labor, if it does not change its attitude to sounder union labor principles than those it announced last month on the color question. Unionism, it is contended, like that encouraged and fostered by the A. F. L. is a mere sham and a travesty of the term.

Labor - 1921.

Maine.

Unions & Strikes.

COLORED SEAMAN SLAIN, CITY EXPELS 9-28-21 WHITES *Guardian*

PORTLAND MAYOR ACTS AFTER
OUTRAGE OF STRIKING WHITE
SEAMAN SAME TO MURDER OF
COLORED SAILOR—9 WHITES
HELD FOR THE MURDER

Portland, Me., May 24—The police of this city today were rounding up every striking seaman they could find, and if the striker was unable to prove residence here he was ordered to leave town or be arrested at once.

This action was taken following orders from Mayor Charles A. Clarke, who declared that much violence and a murder had been brought about by the strike agitators.

Chief of Police Irving S. Watts immediately served notice of the demand to quit the city on local headquarters of the Seamen's Union, announcing that it applied to all striking seamen or leaders not residents of Portland.

Nine Held For Murder

The murder case referred to by the mayor—the killing of James Walker of New Bedford, Mass., a negro sailor of the schooner Mary F. Barrett, who was beaten and thrown overboard in a raid by a gang last Saturday morning—came up in municipal court yesterday. Nine men were arraigned on the murder charge and, at the request of the state, their cases were continued until June 1. It was said that grand jury consideration at a special sitting was likely. Six others at a special sitting was likely. Six others were held as material witnesses under bonds of \$2000 each.

County Attorney Clement F. Robinson has called a special session of the superior grand jury to convene on Friday next for the purpose of investigating the alleged murder of Seaman Walker.

Three Colored men were attacked on the waterfront yesterday. They succeeded in driving off their assailants before the police arrived.

Labor - 1921.

Unions, Strikes.

STRIKERS BEAT UP WORKERS AT CUSTOM HOUSE

Police Powerless While Dis-
turbance Extends To The
Business Section Of
City

UNIONS BITTER

Arroamerica 4/13/21
Say They Are Far More
Friendly To Colored
Workers Than Ship
Owners

Continued outbreaks between strikers and strikebreakers along the waterfront characterized the second week of the local marine strike as a protest against a 20% reduction in pay and longer hours of work.

By far the most serious disturbance took place Tuesday when a crowd of 300 or more white strikers charged a group of 75 colored men who had applied for work at the recruiting office at the Custom House. The corner of Gay and Lombard streets was the scene of individual and mob battles that extended far in the business district. Bricks, clubs and revolvers were brought into play, and police with difficulty were able to save some of the strikebreakers from serious injury.

Thirty-eight strikebreakers were taken into custody or held for court under arrest and fined for disturbing \$500 bond for unlawful assembly. Inability of the local police to cope with the disturbance led to the throwing of extra guards and reserves all along the water front. A number of attempts of strikers to board ships in the harbor and take off strikebreaking crews failed. After one of these assaults, strikers attacked James Files while loading bananas on Pier 4 and broke his wrist. Vernon Leach, 743 Pine street, strikebreaker, was

injured in the Custom House fighting, and George Frey, strike 227 fighting.

Albermarle street, arrested for
STRIKERS BITTER

Strikers interviewed by a reporter of the ARRO-AMERICAN evinced bitterness and anger towards colored men who sign up as strikebreakers. The unions are more friendly towards colored people than the shipowners or the Shipping Board, strikers declare, and as proof point out the fact that shipowners declared in the early part of the week, "they would hire no colored men if they could get white ones."

"The Shipping Board is going to come to terms with us sometime and then these scabs will be out of a job."

As an indication of the Union's friendly feeling, strikers both white and colored point out that the Marine Cooks and Stewards Association of the Atlantic and the Gulf, located at 913 Fell street, has more colored than white members. This body is affiliated with the Seamen's Union and the A. F. of L. Both white and colored members are out on strike now. Their dues go into a common treasury, and all receive strike benefits alike. Around the headquarters, 1710 Thames street, a number of colored strikers boosted the cause of the unions.

Maryland

Missouri

Labor - 1921.

Unions & Strikes.

JOPLIN MO. NEWS HERALD

APRIL 12, 1921

**NEGRO STRIKEBREAKER
CARRYING PISTOL FINED**

Eldridge Chandler, 24 years old, a negro porter, strikebreaker on the Missouri & North Arkansas railroad, was fined \$100 in police court this morning for carrying a loaded pistol.

"Protection," Chandler explained to Judge John McManamy.

The judge decided the safest place in Joplin is a jail cell.

Chandler had not paid late this afternoon, although he was trying to obtain the money. He is married and resides in Helena, Ark.

Chandler was arrested at an early hour this morning at Third and Main streets by Charles Benton, patrolman.

Missouri

Labor - 1921.

Unions & Strikes.

JOPLIN MO NEWS HERALD

APRIL 11, 1921

NEGRO STRIKEBREAKER CARRYING PISTOL FINED

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Labor - 1921.

Unions, Strikes.

HOBOKEN N. J. OBSERVER

MARCH 15, 1921

WHITE STRIKERS STONE

NEGRO LONGSHOREMEN

Prompt action by the Hoboken police yesterday afternoon averted what might have been trouble between white and colored longshoremen at the Lamport and Holt Line piers. Many of the former are on strike, and the latter have been "imported" to take their places.

Some of the white men began to throw stones at a gang of colored laborers being hired at the entrance to the piers. Police dispersed the whites and Patrolman Meyer arrested Edward Leary, 24, of 233 Monroe street, one of their number, as a disorderly person. Sentence was suspended on him this morning after he was warned against a repetition of the offense.

STRIKE BREAKERS IN RIOT; POLICE ARREST ONE MAN

Chicago Herald

Removal of Theater Scenery

Cause of Labor Disturb-

ance; Many Hurt

9/3/21

Newark, N. J., Sept. 2.—Strike-breaking on the part of several members of our group Tuesday, August 23, caused a riot that completely tied up busy Market street traffic, endangered the lives of pedestrians and autoists and resulted in the injury of several participants.

For several days employees of Miner's Theater have been on strike. Scenery necessary for use in the theater had been lying in the Pennsylvania Railroad freight yard for more than a week. Tuesday the manager, Leon Evans, and the owner, William Miner, determined to move the stuff to the theater and hired several of our men to do the work. All was peaceful in the yards, where the loading was done under the supervision of Capt. Lindeman and three officers from the First precinct.

Bombarded with Bricks

Near Ward street the officers left, and almost immediately the men handling the scenery were bombarded with bricks. The firing kept up all the way to Arlington street, and eyewitnesses claim the police looked on without even attempting to stop the fighting. After several drivers had been severely beaten they were forced by the strikers to drive their wagons to Sorhagen's warehouse.

New Jersey.

By this time both sides had been greatly augmented, and revolvers and knives in the hands of many fighters began to appear. One man of color who was arrested by George Goldman (white), 482 Runyon street, a special policeman, was released by his brothers, who administered a bad beating to the officer. Phillip Abby, another white man, who was watching the fight, was mysteriously stabbed in the back. Police and reserves in large numbers succeeded in getting order, making but one arrest.

Labor-1921

Unions, Strikes.

N Y C CALL.
MARCH 23, 1921

FOUR BOA SHOPS GIVE IN TO UNION

Manufacturers Break Away From Association, Following Deadlock.

Four members of the Marabou and Ostrich Manufacturers' Association have resigned from the organization and concluded independent settlements with the striking Feather Boa Makers' Union, following the deadlock in the conference between the association and the union, it was announced yesterday by Homer Pasquale, organizer of the boa workers.

At the association's invitation a conference between a committee of the union and representatives of the organized employers was held at the Broadway Central Hotel Monday evening to negotiate a collective agreement.

The association agreed to the union's demand for a minimum wage scale, but refused to accept the proposal for a closed shop and the discharge of scabs. The union's committee refused to sign an agreement unless it embodied all of their demands; and the conference closed with the understanding that the manufacturers would hold a meeting of all the association members and call the union to another conference.

When it was apparent that no settlement would be effected by the conference, three manufacturers immediately broke away from the association and signed agreements with the union's committee, granting all of the workers' demands. Yesterday another member of the association joined these three.

The Settled Shops.

The settled association shops are: Joe Turner & Co., 46 East 9th street; Mendelson Bros., 7 East 20th street; Weissman, 13 East 16th street; and Sol Perlberg, 61 Bleecker street.

The Star Marabou Company, 14 East 12th street, an independent shop, also settled yesterday. Negotiations with other independent shops were being conducted yesterday, and will be continued today at the union's offices, 189 Second avenue.

Frieda Garfinkel, 123 Avenue C, and Jennie Tolchinsky, 606 Snediker avenue, Brooklyn, who were arrested last Thursday while picketing, and released on \$150 bail each, were dismissed yesterday morning in the Fourth District

Court, 151 East 57th street, when the manufacturer who caused their arrest failed to appear against them.

Four Pickets Arrested.

Four of the striking feather boa workers who were picketing the Grill Feather Boa Company, 732 Broadway, yesterday morning, were arrested by plain clothes men, and taken to the Third District Court, Second avenue and 2d street, where they were released on \$200 bail each. Their cases will come up on Friday morning.

According to Fannie Zimbalist, president of the union, these girls were peacefully picketing the Grill shop while Negro girls were going in to work. A gangster, she claims, who subsequently showed a badge of some kind, attacked the girls, pinched and pushed Miss Zimbalist, swore at her, called her a Bolshevik and asked a Negro girl to prefer charges against her.

The Negro girl replied that Miss Zimbalist had done nothing to her and went in to work.

MARINE PICKET SLAIN BY NEGRO

N. Y. C. GLOBE

MAY 18, 1921

Joseph Rigo, Striking Fireman,

Shot and Killed by Colored Strike-Breaker.

Joseph Rigo of 513 Canal street, a striking marine fireman, died in St. Vincent's Hospital to-day from a pistol wound in the abdomen inflicted by Arthur Green, 114 West 136th street, a Negro strike-breaker.

Rigo and another fireman were doing picket duty at Pier 35 last night and accosted Green and two other Negroes as they came ashore. While the group argued Green is said to have returned to a ship, got a pistol, and fired without warning at Rigo on coming back.

Another effort to reach a compromise in the marine strike, now on its eighteenth day, failed early to-day, when a conference between James J. Davis, secretary of labor, and the executive committee of the Marine Engineers' Association broke up at the Hotel Continental.

All of the secretary of labor's suggestions for settlement included the 15 per cent. wage reduction, although other points the Shipping Board and operators have been demanding were waived. The engineers maintained their refusal to consider such a wage cut. An invitation by Secretary Davis to the strike committee to accompany him back to Washington on an early morning train to renew parleys was declined by the strikers.

Earlier in the evening a mass meeting of the strikers was held at Cooper Union. The ship operators are charg-

ing to-day that this meeting was adjourned suddenly to prevent any possibility of the secretary of labor addressing the men directly. The secretary refused to admit that he had planned to go over the heads of the executive committeemen.

Five American steamers left New York in the 24 hours ending at midnight, as compared with six the previous Tuesday. The crews of arriving American vessels continue to quit. Some companies have not despatched a ship since the strike began. The Panama Railroad Steamship Company and the Cosmopolitan Company are two of these. The Grace Line is said to have despatched but one steamer.

The truth of cabled despatches from London saying that a new crew was being signed on there for the return voyage of the Old North State was admitted to-day at the office of the United States Mail Steamship Company. The Old North State reached Plymouth four days late after serious trouble at sea. The steamer, which is a Shipping Board "535" passenger carrier, left here with a scratch non-union crew.

Strike-breaking agencies continue to offer daily bonuses, free transportation, and written guarantees of continuous employment to marine engineers in newspaper advertisements.

The Shipping Board will attempt to-day to renew passenger, freight, and mail service to Alaska with the steamer Northwestern. No American vessel has sailed for Alaska since the strike began. A temporary restraining order was issued in the Federal Court at Seattle yesterday against the unions. The Shipping Board also asks \$10,000 a day damages from May 1 from the unions for delays suffered in Seattle.

The sailing of the Shipping Board Pacific Mail "502" passenger steamer Creole State from San Francisco for Calcutta was postponed indefinitely to-day. The crew of the Golden State, which arrived yesterday from the Orient, quit in a body to-day.

HOTEL EMPLOYEES HAVE FORMED AN ASSOCIATION

The hotel employees have organized an association in New York City which promises to assume enormous proportions. Two months ago, a meeting was held and officers were elected. Then they began to formulate a program which has as its objective a home, free employment bureau for its members, and field workers to comb the State for suitable jobs.

NEGROES REPLACE WHITE STRIKERS;

ATTACKED BY MOB

N Y C EVE WORLD

JULY 18, 1921

Police Guard Asked to Give

Safe Conduct to Trucks in

New Jersey.

County authorities and the police

New York

all along the way from Bogota to Paterson, N. J., were called upon to-day to give safe conduct to four automobile trucks loaded with paper from the Continental Paper Company, of Bogota, which were manned and guarded by thirty-two negroes.

The negroes were employed to take the place of striking white chauffeurs of the company, whose pay was said to have been cut \$4 in two weeks. Four negroes were put on each truck, and following each truck was an automobile containing three other negroes as guards.

According to reports from Bogota, as the caravan started from the company plant for Paterson several shots were fired. None of the bullets injured anyone, so far as was learned.

At Essex and Main streets, Hackensack, a crowd of men attacked on the trucks and cut the ropes, loosening the cases of goods. The negroes did not offer fight and no battle followed. Sheriff Kinzley arrived from the court house nearby and the negroes asked him to permit them to carry weapons and be sworn in as deputy sheriffs.

This the Sheriff refused to permit. The attackers fled at the Sheriff's approach. The negroes retied the cut ropes, and went on. Near Maywood another attack was reported to have taken place, and one arrest was made. The prisoner, Tony Wedo, was said to have fired two shots. He was locked up in the Hackensack Jail on a charge of disorderly conduct pending an investigation.

Paterson and Passaic police were notified of the progress of the caravan, and were warned to be on the watch for trouble.

**NEW LABOR UNION
TAKES NOVEL STAND**
*Baltimore
Herald 8/3/21*

N. Y. Organization Recognizes Rights

Of Non-Union Men And

The Public

New York, July 31.—Formation of the Loyal Labor Legion of New York City, designed to "entirely change the traditional concept of the American Federation of Labor's attitude towards employers, the general public and organized wage earners," was announced tonight by F. P. A. Vacarelli, formerly vice president of the International Longshoremen's Association and new head of the legion.

Mr. Vacarelli said the constitution adopted by the new organization recognized the following points:

"The right of men and women to work, regardless of membership or non-membership in trade unions.

"The rights of the general public as a party at interest in labor controversies.

"The necessity for laws establishing courts of arbitration with power to enforce obedience to their decisions.

"The settling of differences between employers and wage earners without intervention by persons not personally affected by or direct parties to the matters in controversy."

Ninety per cent. of the membership of the new organization was declared by Mr. Vacarelli to be composed of officials of trade unions affiliated with the American Federation of Labor. They represent, he said, 20,000 workmen in New York City.

Negro Delegates Were Active In Longshoremen's Convention

New York Age 7/30/21
International Body in Session at Buffalo
Elects Two Colored Men as Vice-
Presidents--80 Were Delegates

(Special to The New York Age)
Buffalo, N. Y.—Colored delegates were influentially active in the biennial International Longshoremen's Convention which held its session here on July 11th. There were sixty-five delegates from the South and fifteen from the North, and the eighty Negro votes were always an important factor in the deciding of various issues before the body.

There was absolutely no sign of color line distinction, so that there was no necessity for the massing of the colored men as an individual unit, but throughout the session there was evidence that their opinions and utterances were given the most respectful consideration.

Several of the most important committee appointments were given to them and in this capacity their work was of great value.

In the election of officers, the race was given recognition, T. B. Woodland of Port Arthur, Texas, was elected as sixth vice-president, and Henry Gillespie also of Port Arthur, Tex., was elected as twelfth vice-president.

Among the strong delegations attending the convention and taking an active part in the deliberations was the New Orleans men led by A. Workman of 1732 Cleveland avenue, New Orleans, president of Longshoremen's P. U. B. A., local 231, first vice-president Gulf Coast district and treasurer Central Labor Union. Other members of the delegation were J. S. Solomon, S. P. Local 849; T. A. Robinson of 2730 Peniston street; E. Williams of 3309 South Liberty street, and F. T. Chinn.

Labor - 1921

Unions & Strikes.

THE A. C. W. OF A.

Messenger
THE Amalgamated Clothing Workers of America after a six months strike in New York City has won. It is a glorious triumph achieved through a cool, dispassionate, well organized fight. They lost a few battles in the courts (temporarily let us hope) but on the industrial field they suffered not one retreat. The Clothing Manufacturers' Association, led by the reactionary President Bandler, and badly advised by lawyers Harry Gordon and the notorious Archibald Stevenson, has capitulated absolutely, nay ignominiously. The clothing workers led by Sidney Hillman, Joseph Schlossberg, Peter Monat, Abraham Shiplacoff, Jacob Potofsky and others have defeated the manufacturers.

In most countries rulers and generals who conduct unsuccessful wars are forced to surrender their thrones. No different is the industrial war. When industrial generals and rulers fail, they too must fall. Hence the surrender of the clothing manufacturers' army to the army of the clothing workers was preceded or immediately followed by the resignations of the imperial wizard Bandler of the Manufacturers' Association, and General Gordon and Field Marshall Stevenson. In very truth, their retreat was a rout.

There are a few lessons from this fight which we wish to call to the attention of Negroes as well as other labor groups. When the clash came the clothing workers prepared for a long siege. They raised one million five hundred thousand dollars. The money was raised by the comrades and fellow workers of the strikers. There were about seventy thousand (70,000) workers. On the side of the manufacturers were the courts, the police, the city authorities and unlimited money *not only of the clothing manufacturers, but of most big business captains who did not want the example of the Amalgamated Clothing Workers' winning to encourage other groups of labor.* But the A. C. W. of A. fought. It had a weekly paper. It printed and disseminated leaflets. It held mass meetings at which speakers of rare ability addressed them. Concerts for entertainment were arranged. Co-operative stores were opened from which various necessities could be bought most cheaply by their members. A factory for making clothes very cheap was organized and is today a gigantic establishment. Then, too, the money was intelligently and honestly expended, with public accounting for every cent. What else but success could follow such a spirit, with such methods, in such an organization?

We congratulate the Amalgamated Clothing Workers upon their merited triumph. We would gladly pay our tribute to their fearless, intelligent and devoted

(Incomplete)

Pennsylvania COLORED AND WHITE WORKERS SOLVING THE RACE PROBLEM FOR PHILADELPHIA

Messenger
IN the city of the Quakers, the Southern bugaboo—the contact of Negro and white peoples, has been routed by the plain, unvarnished workers. In the Marine Transport Workers Industrial Union, No. 8, there are 3,500 men, three fifths of whom are Negroes. During the war there were more than six thousand men in the organization.

Despite the affiliation of Local 8 with the I. W. W., no attempt was made during the war to destroy the organization, doubtless due, so it is rumored among the men, to the recognition by the boss stevedores of the fact that the union had the power to tie up the port of Philadelphia.

Another signal achievement to which the men point with great pride is that no mishaps, such as explosions of any kind, occurred in their port—one of the largest and most important ports in the country, during the war, from which munitions and various materials of war were shipped to the Allies. Yet, malicious propagandists have sought to stigmatize these men as “anarchists” and “bomb throwers.”

Again, the organization has been the lever with which the men have raised their wages from 25 cents to 80 cents and \$1.20 per hour. They have also established union conditions on the job. They have overthrown monarchy in the transport industry of Philadelphia, and set up a certain form of industrial democracy, in that the boss stevedores and the delegates of the union confer to adjust differences that arise between the longshoremen and the shipping interests. This is quite a long way from the day when the boss stevedores hired and fired, and reduced wages without let-up or hindrance. Then chaos reigned on the water front. The longshoremen had no power because they had no organization.

“But, times have changed,” so one of the men assured us with a twinkle of triumph in his eyes; seeming at the same time to imply that they would never again return to the old conditions.

“We have no distinctions in this union”—another vouchsafed, “Everybody draws the same wage, even to the waterboy.”

At this time, our interesting confab with the different workers standing around in the hall, was abruptly cut short by a sharp rap of a gavel re-enforced by a husky voice, calling for order. Men were seen, in different parts of the hall scamping for seats. As we turned and looked to the front of the hall, we observed two workers, one black and one white, seated upon a platform. We inquired of their functions, and were informed that the colored worker was the chairman and the white worker the secretary.

The chairman was direct and positive and yet not intolerant. The meeting proceeded smoothly, interrupted here and there with some incoherent remarks, giving evidence that John Barleycorn was not dead. This was taken good-naturedly, however, as the worker, in question, was known as a good union man.

The most interesting phase of this meeting was the report of a committee on a movement to segregate

the Negroes into a separate union. Strange, to say, this move came from alleged intelligent Negroes outside of the union, who have heretofore cried down the white union workers on the ground that they excluded Negroes from their unions.

It is interesting to note, in this connection, that the white workers were as violent as the Negroes in condemning this idea of segregation. All over the hall murmurs were heard, “I’ll be damned if I’ll stand for anybody to break up this organization,” “It’s the bosses trying to divide us,” “We’ve been together this long and we will be together on.”

Finally a motion was passed to adopt a program of action of propaganda and publicity to counteract this nefarious propaganda to wreck the organization upon the rocks of race prejudice.

Here was the race problem being worked out by black and white workers. They have built up a powerful organization—an organization which has been the foundation of a good living for the men. Many a man told us that he had been able to maintain his children in high school on the wages Local 8 had secured for him, and at the thought of anyone attacking the organization, his eyes flashed—a hissing fire of hate—regarding such an attack as an attack upon his life and the lives of his wife and children.

Colored workers told us, too, that they remember when a colored man could not walk along the waterfront, so high was the feeling running between the races. But, now all races work on the waterfront. Negro families live all through that section. It is a matter of common occurrence for Negroes and white workers to combine against a white or a black scab.

And the organization, Local 8 of the Marine Transport Workers Industrial Union did it all! The white and black workers were then pulling together. Why should they now pull apart? What they have done, they can do, and even more, if only the workers of races realize that their power lies in solidarity—which is achieved through industrial organization.

Labor - 1921.

Rhode Island

Unions & Strikes

C. F. U. PROTESTS HIRING OF SOUTHERN NEGROES AT KENT; FIRST BATCH QUIT THE JOB

PROVIDENCE R. I. EVE. NEWS
JUNE 6, 1921

Vigorous protest has been voiced by the Providence Central Federated Union to the plan of Winston & Company of New York, contractors for the \$3,500,000 water works dam at Kent in Scituate, to hire hundreds of Southern negroes to do the common labor work.

The C. F. U. instructed its officers, at the meeting last night, to make protest to Mayor Gainer, the City Council and the Water Supply Board and this will be done at once, in the hope that the company can be made to alter its plans.

The Water Board was severely criticized for failing to insert in the contract awarded to Winston & Company provisions which would have insured the employment of some of the hundreds of Providence men now out of work, at a fair wage.

Twenty of the first lot of negroes shipped here last week from Virginia left for home today, having refused longer to work in Scituate for Winston & Company. They appeared in City Hall early in the forenoon, but were met there by a representative of the company who took them to the Union Station and bought them transportation for Richmond. They left during the forenoon.

Low wages and living conditions which they did not like and which some of them said were not what were promised to them when they agreed to come North were said to be the cause of their complaint.

More are coming soon, it was said today.

Bringing hundreds of the worst type of Southern negro to the State, necessitating the increase of police protection in the communities where they are camped, were condemned in addition to the unfairness to local unemployed men. Reports on Winston & Company made to the C. F. U. last night were to the effect that in other camps where this company employs negro common labor sanitary conditions were such that no white men could live in with them. Similar conditions were predicted for Scituate if the company is allowed to go through with its present plans.

Some of the delegates made the assertion that it was only because the majority of laboring men in the city are registry and not property voters that the Water Board had dared to award any such contract to an outside company, ignoring the rights of the hundreds of unem-

ployed in Providence and other parts of the State. It was said that the City Council also was responsible because it had not interfered and that Mayor Gainer ought to take the matter up at once to see if there is any way in which the company can be forced to change its present plans.

That the company was able to underbid its nearest competitor by nearly a million dollars mostly because it planned to use this cheap Southern labor was another assertion made by the delegates, during the long and vigorous discussion which was held on the matter.

It was evident that the representatives of organized labor in the city were thoroughly aroused and that not a little of the feeling was due to the danger felt at the introduction of the class of workmen into a Northern community.

The citizens of the towns of Johnston and Scituate also are up in arms over the proposed introduction of Southern negroes into their community and some action to prevent this is looked for, although no one seems to be able to say what form this will take.

It was quite generally admitted today that it is too late now for the Water Board to alter the contract, which has been signed, without getting into serious trouble legally.

So incensed were some of the C. F. U. delegates that some advocated the immediate formation of a labor party in this State, to nominate delegates pledged only to the interests of labor. No action was taken, however.

Feeling among some members of the Common Council is said to be running high, no one apparently having been told beforehand that the Water Board had taken no steps to insure the hiring of local men whenever possible. Few if any of the councilmen are said to have known that the company planned the introduction of cheap Southern help in Kent.

For this reason it was considered possible that the matter would go before the Council at the meeting tonight, and that steps might be urged to make it impossible for the company to continue its programme. This is not considered possible, however, and any such plan probably would not progress very far, it was said today by a well-informed man in city hall.

Labor - 1921

Unions & Strikes.

ARREST FIRST WHITE MAN FOR TRAIN CREW MURDERS

The Chicago Whip

MEMPHIS, Tenn., Oct. 1.—The first arrest charging first degree murder of railroad employes working out of Memphis was announced Thursday morning by Detective Inspector Griffin.

John Phillips, white, 33, 258 Lucy Street, former Illinois Central fireman, is charged formally with the death of Henry Hager, brakeman on the Illinois Central at Raines, Tenn., May 6.

Inspector Griffin said police are prepared to show that Phillips was at Raines the day of the killing, and that Phillips hired a taxi to carry him from Memphis to the suburban station.

Griffin asserts that he has receipts showing that Phillips on two occasions hired cars to carry him to points where "these crimes were committed." He refused, however, to give the names of the taxi firms, but asserted that they are not the same.

Witnesses will be introduced at the hearing, the inspector said, who will testify that they saw Phillips at Raines.

MAN TELLS HOW PLOT WAS MADE

The Chicago Defender

Arrest of White Flagman
Reveals Conspiracy to
Kill Trainmen

Millington, Tenn., Sept. 30.—With the confession of Joseph Miller Baker (white), a flagman, who lives in Memphis, authorities of the Illinois Central railway believe they have evidence that will clear up the mysterious attacks on members of our race employed on that road. Baker, according to a signed statement, implicated higher-ups, who paid him \$300 to kill three brakemen on the Yazoo and Mississippi Valley railroad. Reported murders on this line are given orders to leave their work in

said to number five. Baker is thought to have participated in all of them.

Shot Wrong Man

Baker's undoing came when he shot Conductor A. S. McDowell (white) in the back as the latter was walking on top of a train near Millington. The gunman declared he thought McDowell was a "tall yellow Negro" that he had been paid to kill. Who gave Baker this sum and the others he alleges are his partners in crime could not be learned. However, Inspector Griffin and T. T. Keller, chief of Chicago, chief special agent of the Illinois Central, declare other arrests will follow.

Baker's confession implicated W. E. Foster, a white railroad employe with whom the former roomed. "He said Foster induced him to enter the conspiracy to 'kill all Negroes employed on the Illinois Central railroad.'" A part of Baker's confession follows:

Baker's Confession

"We discussed the proposition on the Illinois Central railroad and Foster told me that he had money to pay men who would do the jobs. I told him I would go with him. We met at a pool room, and I borrowed a shotgun and went to Millington to await the arrival of the freight train. When No. 155 showed up I was near the water tank with my shotgun ready for action. McDowell came walking down the top of the train and I thought he was the tall yellow Negro. I fired on him. Foster was on the other end of the bridge near the water tank.

"When McDowell fell I ran with Foster to get in our automobile that was waiting. I heard some one holler 'halt' and when Foster attempted to get through a fence he was arrested. I knew it was the law, so I dropped my gun and ran in the opposite direction. I walked east to Millington, making my way back to Memphis and then to Sardis, Miss."

For several months brakemen and flagmen have been fired on by white men at Grenada, Lakeview and other points in Mississippi. Boss Brown and Ross Caldwell, both white, were arrested recently in Grenada charged with being hired to murder railway firemen. Baker's confession, along with that of Brown and Caldwell, has proven to the authorities that the conspiracy was well organized, and as a result five men have been killed and over twelve dangerously wounded.

Leaders Threatened

Burton Blanks was recently notified by threatening letters to leave his run at Meridian, Miss. He is leader among the railroad men in this section with headquarters in Mobile, Ala.

Dempsey Jacobs narrowly escaped death at Greenwood, Miss., and K. Mitchell was shot twice at Sturgis, Miss. by the paid murderers. Henry Agram was the last to be killed, wounded by the gang. In all cases the men received threatening letters before shots were fired at them.

At Lakeview several members of the train crew were whipped and given orders to leave their work in

Tennessee.

order that white men could be employed. One fireman was taken from a train and forced to swim a canal while shots were fired at his head and about him.

Shot White Instead of Black Brake-

Washington Eagle

10/1/21

Down in Tennessee, Mississippi and Arkansas the white trainmen on the Illinois Central Railroad and its branches, it appears, have entered into a conspiracy to drive all Afro-American trainmen from the service. During last winter three Afro-American trainmen were shot to death from ambush answering the red signal. The authorities declared that, after searching investigation, they could not locate the assassins. Of course, the presumption is that they did not want to. Did you ever think how easy it is not to do a thing if you do not want to do it?

But their sins have a way of finding them out. The Memphis Daily Press of recent date carries a long account of the shooting, at Millington of A. S. McDowell, a white brakeman, by his best friend, W. E. Foster, a white trainman. The shooting was done in the dark, and the white friend was shot by mistake.

It came about in this way: McDowell had been laid off as brakeman and was serving as substitute conductor. He secured his old job because of seniority of service over the colored brakeman, with the knowledge of Foster and his friends, on the day preceding the night of the shooting, having gone to Millington from Memphis in automobile. When they displayed the red light McDowell, who had taken the place of the colored brakeman, received the shot, and is now in the hospital and may die.

Isn't it funny how murder will out? NEW YORK CITY AMERICAN OCTOBER 1, 1921

Negroes in Railway Shop Ordered to Form Union

MEMPHIS, Tenn., Sept. 30.—Ten thousand negro employes in Southern railway shop centres, including Atlanta, Birmingham, Dallas, Little Rock, Memphis, Nashville, New Orleans, Knoxville and Chattanooga, today were ordered to organize immediately and affiliate with the six shop crafts union.

Organization of all negro rail employes in the South is said to be an emergency measure adopted by the American Federation of Labor as a

preliminary toward mobilizing a union labor army in nation-wide battle against wage reductions.

MAN HELD IN KILLING AND TERRORIZING OF TRAINMEN

The Birmingham Times
Plain Dealer 10/8/21

(By Associated Negro Press.)

Memphis, Ten., Oct. 7.—One man, said to be a railroader, was arrested yesterday by railroad special agents and police detectives and is being held for investigation in connection with the killing of three Negroes on the Yazoo and Mississippi Valley Railroad during the last eight months.

The arrest followed the alleged signed confession of Joseph Miller Baker, Illinois Central flagman, that he was the man who shot Conductor A. S. McDowell at Millington, Tenn., last Friday night.

An investigation of the Negro killings and whippings which drove nearly all colored employes from the Yazoo and Mississippi Valley lines south of Memphis was continued last Thursday.

Labor 1921.

Texas.

Unions and Strikes

NY TIMES

AUGUST 18, 1921

Whites Drive Negroes From Work.

ABILENE, Texas, Aug. 17.—Approximately one hundred white men gathered at the site of a church being erected here today and took charge, after ordering Mexican and negro workmen away. The white men asked that they be given preference in employment. There was no disorder.

Labor - 1921.

Unions & Strikes

UNIONS AID WEST VIRGINIA MINE WORKERS

No American
Furnish Rations And Funds

To Strikers Battling
Against Mine Owners
And Strikebreakers

EVICTED FROM HOMES

Hundreds Of Colored Families Live In Tents To Continue The Fight

Williamson, W. Va., May 18.—Hundreds of colored men, their wives and children are affected by the great battle between union men and strikebreakers which resulted in five deaths last week.

Federal troops are being held in readiness at Camp Sherman for the Mingo coal regions where guerilla warfare between union and non-union coal miners is raging. For 15 miles along the slopes of the Cumberland mountains stretches a battle front of the rival forces, one encamped on the Kentucky side of the mountains and one on the West Virginia side. The trouble has been in progress since the Matewan strike of nearly a year ago.

The recent out-break is the result of the eviction of families of striking miners from houses owned by the company. Colored and white alike, men, women and children settled on nearby leased land in tent colonies. No longer able to trade at the company's stores they exist on rations which are furnished by the union. They also draw strike benefits each week.

BLACK MINERS
PLAYED BIG PART
IN MINGO WAR

The Chicago Whip
CHARLESTON, W. Va., Sept. 17.—
Few people in the world outside of West

Virginia know how large a part in the Mingo County Mine War was played by Black Men.

It is estimated, however, that fully 30 per cent of the striking miners were men of the Black Race.

F. C. King, a young miner, was a member of the miners' army. He here-with gives a striking description of the part of the war he experienced.

He said:
"I served in France 18 months but this was a lot worse than over there. In the first place our army did not have any leadership. We had no organization or system. Each man chose his own place on the firing line and we fought the best we could."

"Our fellows were lined up on one side of the mountain ridge and the enemy on the other. We fired from behind trees and rocks. All of us were experienced service men and crack shots, but I don't imagine we got many of the other fellows, as we couldn't see where they were and we had to fire blind shots."

"What did we shoot with? Army rifles of 1917 make."

"Where did we get them? That's something we are not telling."

Had No Machine Guns.

"We had just as good ammunition as the other side and plenty of it. Maybe we couldn't compete with them in machine guns, but we captured several of theirs."

"On Blair Mountain we didn't have any machine guns, but the other side did. For three days and nights while I was up there we fought every moment. There was constant firing from the other side all night as well as day. We didn't dare to take a wink of sleep."

"We had bread and cheese with us and we took mouthfuls whenever we had a chance."

Two members of the Brotherhood of Railroad Trainmen were killed in the Blair engagement, King revealed. He added:

Farmers Were in Line.

"It wasn't a miners' army, but a miscellaneous outfit. On our side were farmers, doctors, merchants, union men of all crafts and other 100 per cent Americans fighting to place West Virginia back under the Constitution of the United States."

"We didn't have any leadership, but no one ever saw a more orderly army. One of the orders we gave ourselves was to smash any bottles with whisky in them or any stills that we came across. Every man carried out that order. Seven stills were destroyed in that part of the country."

"We fought according to the rules of civilized warfare. We didn't do like the State police on the other side—shoot first and challenge afterwards. We had pickets stationed where they could see people coming and learn whether they were enemies or non-combatants."

Saw Sheriff Killed.

King witnessed the killing of John Gore, famous deputy sheriff and known to the miners as a famous gunman. King said:

"He was killed up on Blair Mountain after he had killed one of our negro comrades. He was leaning over the dead man to examine his pockets when another negro fighting with us shot him in the eye. We took one of his sons prisoner."

Fred Knight, a negro world war veteran, told of fighting for seven days and seven nights on Hewitt's Creek without sleep. He said:

"Worse than the war in France, believe me. The fellows on the other side just kept firing at us all the day with machine guns. They were on the other side of the ridge part of the time and sometimes on top."

"Sometimes we fought from the gully and sometimes on top, after we would drive them on the other side of the ridge. You never could tell who was winning because sometimes it looked like they had us and sometimes it looked like we had them."

West Virginia

RESPECT FOR LAW

HARRY M. DAUGHERTY serves notice on every deliberate lawbreaker that the hand of the federal government is against him. To quote him literally: "My duty is clear. As long as I am the responsible head of the Department of Justice the law will be enforced with all the power possessed by the government which I am at liberty to call to my command." No American citizen could ask more of a public official.

IN WEST VIRGINIA thousands of men engaged in battles fully as fierce and bloody as many reported during the recent world war. And what is it all about? Simply the old, old story—organized labor, aided and abetted by mine operators who sympathize with unionism, fighting unorganized labor and its friends and supporters. Some ten thousand or more men took part in the fighting and hundreds have been killed or wounded. The striking miners picketed and entrenched presented a picture that very much resembled war.

THE GOVERNMENT sent troops into the lawless mining districts of West Virginia and as there is no play in our regulars, riotous and insurrectionary workers dropped their firearms, if they didn't drop their grudge against their fellow worker who did not share their views on the labor question. All of this leads us to the point that the federal government can and does put down insurrections and mobs which take the law into their own hands, no matter in what state of the Union they may be.

WE WOULD LIKE TO ASK why a certain set of American citizens get practically no aid from the federal government when lawless, bloodthirsty mobs hunt them down like dogs, burn them at the stake, riddle them with bullets and destroy their homes and shops for no other reason than that they are of a different color? When we ask for protection the answer comes back, "That is a matter for the state to adjust"; and if the state is Georgia, Florida or Texas the adjustment always adds another blot to the state's escutcheon. If the Attorney General of the United States means as he says, to enforce the laws on the statute books, and will see to it that we receive the same consideration as other groups no complaint will emanate from the lips of the black man.